

# William and Mary



# News

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November 5, 1974

## Society Wins

The Bishop Madison Society, rapidly gaining the reputation as being the Miami Dolphins of the William and Mary campus, sunk a forlorn and out-of-condition Administration team last Sunday for the second consecutive year. The score was 20-6.

The Society, coached by its own Don Shula in the guise of Professor James Madison of the Religion Department, struck for a touchdown the first time it had the ball on a pass from Tom Madison to John Madison. The Administration battled back on the next series of plays, scoring on a touchdown from Andy Parker to Les Hooker after a Parker pass to Jim Kelly had taken the administrators to the 1-yard line. The Administration, however, missed the extra point, leaving the Society in charge 7-6.

A few minutes later Tom Madison again passed for a touchdown, this time to Read Madison to give the Society a 14-6 halftime lead.

Despite some defensive adjustments at halftime by the Administration, the Society ran up another touchdown in the second half on a pass from Tom Madison to Jack Madison to give the Society an insurmountable lead. The Administration drove deep into Society territory the second half on two occasions, but gave up the ball on interceptions.

The Society hit on 12 of 21 passes; the Administration on 8 of 18.

Summing up the game, an Administration spokesman said, "There were just too many Madisons."

## Novelist/Critic Lectures Wednesday

Novelist and critic John Seelye will speak on "Prototypes of the Alger Myth: Sir William Phips, Benjamin Franklin, and Frederick Douglass," on Wednesday, Nov. 6.

The lecture, which is part of this year's Project PLUS Forum series, will be held at 7:30 p.m. in Millington Auditorium.

Seelye's campus visit has been underwritten by the S&H Foundation of the Sperry and Hutchinson Company, distributors of S&H Green Stamps.

A writer and teacher with wide interests, Seelye has published works in a variety of journals and periodicals on subjects ranging from art to the detective story to American literature. As one of its contributing editors, he regularly writes essays and poetry for the "New Republic."

He is the author of a critical study, "Melville: The Ironic Diagram" (1970); an unbawdlerized revision of Twain's classic, *The True Adventures of Huckleberry Finn*, (1970); a novel, *The Kid* (1972); and a political satire utilizing the Horatio Alger format, "Dirty Tricks, or Nick Noxin's Natural Nobility" (1973).



Fall arrives at W&M, unseasonably warm temperatures notwithstanding.

## See Center Section for Athletic Policy Report

## College History Available

Subscriptions to a William and Mary collector's item, a distinctive limited edition of a volume on the College's early history, are being offered during November to members of the William and Mary family.

The book, titled *Their Majesties' Royall Colledge—William and Mary in the Seventeenth and Eighteenth Centuries* is being completed by Jack E. Morpurgo '38, Professor at the University of Leeds, England, after four years of research and writing. Preparation of the manuscript has been supported by the Society of the

Alumni and a grant made to the Endowment Association by an alumnus. The Endowment Association is publisher of the volume.

The collector's limited edition, which is being offered at \$200 for each copy, will be produced by Hennage Creative Printers, Washington, which is credited with a number of excellent books and other printed pieces. The limited edition will be printed on parchment-like paper, with marbled endpapers, and bound in hand-dyed green calfskin with gold embossments. Each copy will be serially numbered and signed by the author.

Alumni, parents, members of the faculty and administrative staffs, and community leaders last week were sent the subscription offering, which called for reply by November 30, 1974. Those

See *COLLEGE HISTORY*, page 3, col. 3

## Early Registration Set

Early registration for juniors and seniors for the spring semester will be held Nov. 11-19.

During that period all juniors and seniors should make an appointment with their departmental advisors and fill out registration cards. Copies of the class schedule for spring semester will be available in James Blair Hall in the office of the Associate Dean of the Faculty of Arts and Sciences, beginning Nov. 6.

Any senior or junior who does not participate in the early registration must register along with the sophomores on Jan. 23, 1975, in William and Mary Hall.

Validation of registration for all early registered students will be held in William and Mary Hall on Friday, Jan. 24, 8:30 a.m. - 4:30 p.m., and on Saturday, Jan. 25, 8:30 - noon. Students who do not validate their registration will be considered as not enrolled for the spring semester.

## Bicentennial Lecture on Mathematics

F. Joachim Weyl, Dean of Sciences and Mathematics at Hunter College, will speak Wednesday, Nov. 6, as part of the Bicentennial Lecture Program of the Scientific Research Society Sigma Xi.

Mr. Weyl, a Swiss born mathematician, will speak on "Our Troubled Life with Mathematics," in room 109, Small Hall, at 8 p.m.

His visit to the campus precedes the national conference of Sigma Xi which will be held next week in Fredericksburg. John B. Thomas, assistant professor of geology and president of the William and Mary chapter of Sigma Xi, will attend.

Wednesday's lecture is being sponsored by the college's chapter of Sigma Xi, which has been selected to participate in the national organization's bicentennial lecture program entitled "Science and Society."

## Veterans Day Holiday

Monday, November 11, has been designated Veterans Day by the State and is a legal holiday for permanent classified State employees. A leave slip should be submitted to the Personnel Office for any permanent classified employee who takes leave on that day.

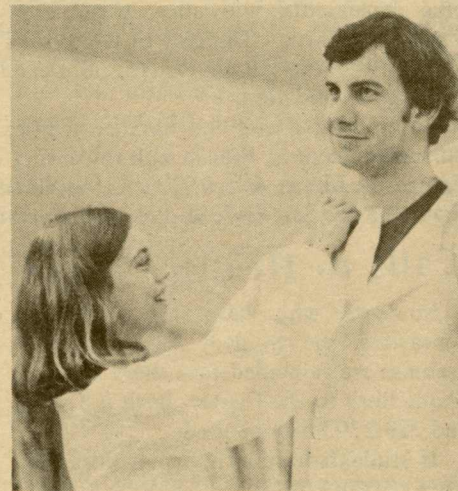
## Opera is Nov. 13-16

A gala rendition of Gilbert and Sullivan's "The Gondoliers" is set for performance by the Sinfonicon Opera Company.

The student company, which celebrates its tenth anniversary this year, will present "The Gondoliers" Nov. 13-16 in Phi Beta Kappa Hall at 8:15 p.m. each evening.

Seasoned with that unmistakable British wit and set to the rousing music of the masters of operetta, the comedy involves the mistaken lives and slightly mangled loves of Venetian gondoliers, contadine, and anonymous princes.

Tickets will be available at the PBK box office, 7:30-8:15 p.m., from Nov. 11 through the week of performance.



Costume designer Tricia West turns Peter Logan into a Spanish Grandee.

## Campus Exhibits

*John Weaver Exhibit*, Botetourt Museum, Swem Library, Monday-Friday, 8 a.m. - 5 p.m.; Saturday, 9 a.m. - 1 p.m. Exhibit ends Dec. 1.

*Baskin Bronzes and Prints and 20th Century American Sculpture*, Andrews Hall Gallery, Monday-Friday, 9 a.m. - 4 p.m. Exhibit ends Nov. 18.

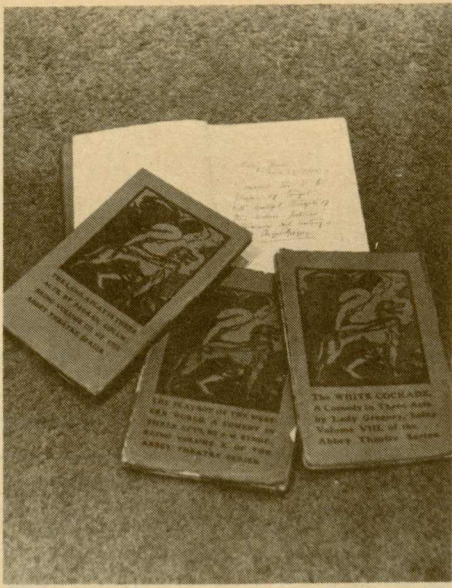


## Swem Acquires Rare Series

Swem Library recently acquired a complete set of *The Abbey Theatre Series Of Plays*, First Series, Dublin: The Abbey Theatre and Maunsel & Co., Ltd., 1905-1911.

This rare series consists of the acting editions -- also usually the first impressions and at times the first issue -- of fifteen plays constituting the major offerings from the first decade of the famous Dublin Abbey Theatre. William Butler Yeats, John Millington Synge, Lady Augusta Gregory, Padraic Colum, William Boule, Douglas Hyde, Thomas Macdonagh, Lennox Robinson, Thomas C. Murray, and St. John Ervine are the dramatists represented in prose and poetry. In addition to their bibliographical significance, these plays are important to the study of Irish drama, literature, and culture.

The purchase was made possible by the William David Eppes Book Fund. This fund, established in 1961 by Mr. W. D. Eppes, class of 1939, provides for the purchase of books in the humanities. Mr. Eppes has been a continuing supporter of Swem Library with donations of books and funds for the purchase of such items as these important works.



The acquisition was aided by David S. Shields, class of 1973, himself a collector of Irish drama, who held an ITT scholarship at Trinity College, Dublin, in 1973-74. Mr. Shields also presented the Library with a copy of Frances-Jane French's descriptive bibliography of The Abbey Theatre plays *The Abbey Theatre Series Of Plays: A Bibliography*.

### B-ball Season Tickets on Sale

William and Mary's basketball season begins Nov. 30 with a game against Pace at 7:30 p.m. in William and Mary Hall.

Season tickets for the 15 home games scheduled are now available. For information, contact Barry Fratkin.

## OFFICE OF DEVELOPMENT

### NATO Postdoctoral Fellowship Program

NSF has extended the deadline for application to *November 11*.

### National Science Foundation - Instructional Scientific Equipment

Deadline reminder: *December 13*.

### National Science Foundation and National Endowment for the Humanities

These organizations will shortly announce a continuation of their cooperative program on Ethical and Human Value Implications of Science and Technology. No deadlines have yet been announced. A total of \$800,000 has been reserved for the program. A list of suggested priorities is available in the Sponsored Programs Office.

### National Endowment for the Humanities - Deadline Reminders

January 1 - Education Program Grants

February 17 - Summer Seminars for College Teachers

March 15 - Education Project Grants

April 1 - Youthgrants; Education Planning Grants

May 9 - Research Grants (beginning after 1/1/76)

May 12 - Fellowships for Independent Research and Study, 1976-77

### National Science Foundation Graduate Fellowships

For graduate work in the sciences, social sciences, and linguistics. Deadline reminder: *December 2*.

### American Academy in Rome

\$4,620 fellowship for independent study and research in Rome. Particularly for young candidates of outstanding promise. Additional allowance for families: \$1800. Deadline: *December 31*. Inquiries to Executive Secretary, American Academy in Rome, 101 Park Ave., N.Y. 10017.

### American Association of University Women - Dissertation Fellowships and Postdoctoral Fellowships

Range: \$3500 to \$6000. Some awards for postdoctoral research. Applications from: AAUW Fellowships Office, 2401 Virginia Ave, N.W. Washington, D.C., 20037. Deadline: *January 2, 1975*.

### Andrew Mellon Postdoctoral Fellowships

Six or seven postdoctoral awards for advanced study and research in humanities, social sciences and natural sciences to foster the professional development of young scholars. Residence in Pittsburgh required. Basic stipend of \$7000 for 11 months plus dependents' allowance, travel expenses and incidental costs of research. Applications from: Director of Graduate Programs, 1028-H Cathedral of Learning, University of Pittsburgh, Pa., 15260. Deadline: *January 15, 1975*.

### Camargo Foundation

Offers apartments and library facilities to ten American scholars who wish to pursue projects in French culture during a one- or two-semester study in Cassis, France. Deadline: *March 1, 1975*. Applications from: The French Institute-Alliance Francaise, 22 East 60th St., New York, 10022, Attention: Mrs. Gallo.

## Calls to Health Center

Students who have had difficulty contacting the Student Health Center evenings are reminded that there are two phone lines to the Center. Both Ext. 386 and 229-2793 may be used.

If students have any further problems reaching the Health Center at any time, Dr. R. D. Cilley, director, would appreciate it being brought to his attention immediately.

## Campus Security Log

- 10-23-11:50 p.m. Disturbance and damage to public property reported at Tyler Annex. Student detained and incident referred to the Director of Safety and Security.
- 10-25-5:19 p.m. Complainant reported assault on himself by three male suspects who had occupied a white station wagon with wood panelling to the Williamsburg Police Department. That Department notified the Campus Security Police. Investigation continuing.
- 10-27-2:10 a.m. Male suspect arrested for trespassing in Campus Center and resisting arrest. Suspect taken to Williamsburg City Jail where a warrant was signed.
- 10-27-9:45 p.m. Suspicious persons reported peering into cars parked in the Fraternity Complex parking lot. Case closed but to be reopened pending any report of theft in the area about the time subjects were seen in the area.
- 10-28-11:30 a.m. Male suspected of intent to commit larceny or other felony found in student's room at Fraternity Complex. Positive identification later made and warrant charging suspect with statutory burglary requested. Further action to follow.
- 10-30-11:22 p.m. Escort requested by two coeds from College Terrace Drive to Sorority Court. They had been chased by pranksters in Halloween masks. Escort granted.
- The following items were reported stolen and are under further investigation:
- 10-25-4:30 p.m. G.E. toaster oven from Project Plus
- 10-27-no time listed 5-speed bicycle, model number 307\*473490 from the front of Brown Hall
- 10-28-1:05 a.m. Bicycle from outside Jefferson Hall
- Items reported lost:
- 10-24-6:05 p.m. Three keys on key ring between Jefferson and the Commons

## German Advisor Enjoys New Role

Peter Wagner, resident advisor in the German House this year, has opportunities to speak his native language everywhere but at home - his wife Odile doesn't speak German. The Wagners certainly don't have a language problem though - both are fluent in French and English.

Peter is from Saarbrücken, Germany, a city in the southwestern part of the country near the northeastern border of France. His wife, Odile, is from Brittany, a former French province situated along the western coast.

The Wagners met in 1971 while both were teaching at a public school in the lake district of Wales England. They married the summer of 1973 and came to Williamsburg that fall so that Peter could study American literature at William and Mary and work toward his doctorate from the University of Saarbrücken.

Odile is also completing some graduate work in English literature and plans to pursue independent study in educational

psychology at the College. She is also trying to learn German and hopes to take an introductory German class this year.

The Wagners like living in the United States and both agree that American students are friendly and outgoing.

Peter hopes for a successful year at the German house. He has planned a program on German culture, including feature films, documentaries, and discussion groups. Resident students are taking turns preparing weekly German meals where such traditional native dishes as "rouladen" are served. Sunday evening coffee hours are held there as well.

Peter has also helped initiate a regular sports program at the German house. Co-ed volleyball and soccer teams have been formed to compete in intramurals, and a new German house basketball team plays similar teams from the French and Spanish houses.

He has encouraged the 40 resident students to speak German consistently, Peter says, so that those who are not yet fluent will be provided greater exposure to the language.



Odile and Peter Wagner

## Personnel Bulletin

The following positions at the College are or will be vacant. Qualified employees who wish to be transferred to these positions may receive additional information at the College Personnel Office. The College of William and Mary is an Equal Opportunity Employer. Accordingly, women and minority employees are encouraged to apply for those positions for which they feel they are qualified.

Clerk D-3 years clerical experience, *one of which must have been in a supervisory capacity*, plus 2 years of college. Up to 2 years of college may be substituted for experience on an equivalent time basis.

Clerk-Stenographer D  
Executive Housekeeper

## William and Mary News

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# College Issues Report on Athletics

From: President Thomas A. Graves, Jr.

At its meeting on January 11, 1974, the Board of Visitors passed a resolution authorizing a study of the College athletic policies. That resolution follows in full so that you will have a good understanding of the background of this matter and of the intent of the study.

## AUTHORIZING A STUDY OF WILLIAM AND MARY ATHLETIC POLICIES

Present policy governing intercollegiate athletics at William and Mary was adopted by the Board of Visitors in 1961. Since that time, Board review has been limited largely to consideration of the annual athletic budgets. In 1971 the Faculty Athletic Committee summarized existing practices in a fourteen-point statement that was transmitted via the President to the Board of Visitors for its information and examination, without request for revision or other consideration.

Since enunciation of the policy in 1961, a number of developments have taken place which indicate a thorough review of policies and practices is warranted. These developments include a continuing period of inflation with its eroding effects on all fixed-dollar budgets; major changes in the leadership of the athletic program, including the Director of Athletics and members of the coaching staffs; changes in the rules and membership of athletic conferences; increasing demands for broader support for the women's intercollegiate and intramural athletic programs which serve approximately one-half the student body; and, despite an accelerated volume of support from alumni and friends of the College, a recurring problem of balancing the men's athletic budget.

William and Mary continues to enjoy a high quality program of intercollegiate and intramural athletics, guided by an outstanding men's athletic director and able coaching staffs and by similarly highly qualified leaders in the field of women's athletics. These individuals and members of the faculties, the administration, and the student body recognize that current problems are not likely to diminish in the near future and feel that a comprehensive study of the overall situation is a prerequisite to setting long-term policies. Hopefully, such an examination can identify measures to augment and better distribute revenues so that the present quality and scope of programs can be maintained.

RESOLVED, That the Board of Visitors hereby authorizes a comprehensive review of William and Mary Athletic policies, covering both men and women and both intercollegiate and intramural activities, by a special committee to be appointed by the President of the College.

RESOLVED, further, that the findings and recommendations of the Committee be prepared in time for consideration by the President and the Board of Visitors at its November 1974 meeting.

Accordingly on January 16, 1974, I appointed a special committee, chaired by Professor John H. Willis, Jr., to undertake a comprehensive review of athletic policies, covering both men and women and both intercollegiate and intramural activities. I asked that this committee report its findings and recommendations to me no later than November 8, 1974, so that I might transmit its Report and make any recommendations regarding it to the Board of Visitors at its meeting on November 21-22, 1974.

A copy in full of the Report of this Committee as submitted to me follows.

### I. INTRODUCTION

#### General Background

The Board of Visitors of the College, at its January 11, 1974 meeting, established a special committee to study athletics, charging it with a "comprehensive review of William and Mary athletic policies, covering both men and women and both intercollegiate and intramural activities. . . ." The Board's resolution establishing the special committee pointed to the fact that present athletic policies for men were adopted by the Board in 1961, and that since that time, the Board's review has been limited largely to an examination of the annual athletic budgets. In 1971, the faculty athletic committee for men submitted a revised policy statement to the Board for information, together with a fourteen-point summary of present practices. No formal Board action was requested at that time.

During the 1973-74 academic session, the Board's interest in athletic policy was intensified by a number of factors. The men's athletic budget, continually difficult to finance and balance, reached a near crisis in November, 1973, when it appeared likely that there would be a \$60,000 deficit for 1974-75. Strenuous efforts by the Athletic Director to re-budget and a continuing commitment by the President of financial support from general local funds for one more year, averted a major budgetary cut-back which might have directly affected athletic policy. At the same time the men's program faced severe financial problems, the women's program documented a pressing need for a considerable increase in financial support from student fees, the one source of financial support available to the program. The Board of Student Affairs resoundingly rejected any proposals that the student fees be increased, while calling for a more equitable distribution of fees to women's athletics. Campus interest in the policies and budgetary practices affecting the entire athletic program became intense during this period of grave financial concern.

Another factor contributing to the need for a thorough review of athletic policies was the report of the College's ten-year *Self-Study Report* for reaccreditation by the Southern Association of Colleges and Schools, issued early in 1974. In the section on extra-curricular activities, the report cited inequities in the administration and budgeting of athletics which are segregated by sex, and called for corrective measures.

There were a number of national developments which, when added to the local concern, increased the need for a thorough review of athletic policy. The early, tentative text of the HEW *Title IX Guidelines* for the Education Amendment Act of 1972, especially as they might affect intercollegiate athletics, was being circulated and discussed at universities throughout the country, giving evidence of a serious federal intention to remove discrimination based on sex. Not until late June, 1974, did the *Guidelines* appear in an official form as "proposed" regulations, with final action not slated until sometime in 1974-75. At present, no one can predict the success of efforts by the NCAA and various other men's athletic interests to alter the *Guidelines* so as to eliminate or drastically reduce the impact upon men's programs. Nevertheless, by establishing the special committee and charging it with the responsibility of examining women's athletics, the President and Board of Visitors indicated their serious concerns for improving the condition of women's athletics within the framework of an integrated intercollegiate athletic and intramural program.

Finally, there appeared in the fall and winter of 1973-74, a number of provocative, probing analyses of intercollegiate athletics, sometimes in a series of articles, as in the widely discussed, nine-part series in the *Chronicle of Higher Education* (Sept.-Dec. 1973), sometimes in single articles or reports in prestigious newspapers, (*Wall Street Journal*, *New York Times*, *Washington Post*), in magazines (*Time*, *Newsweek*), or on national television. In late June, 1974, the American Council of Education released its report on the need for a national commission on intercollegiate sports, - an influential report which probes deeply into all aspects of the problems facing athletic programs. So it was that an extraordinary national focus on the plights, dilemmas, excesses, and achievements of intercollegiate athletics occurred at a time when William and Mary had begun to examine its own program.

The point to be made from this recital of local and national concerns about athletics is that, from the outset, the Committee was called upon to examine a complex problem involving matters of broad policy as well as those of particular budgetary exigencies, and to conduct its examination at a time of heightened local and national interest in the problem. The Board resolution establishing the Committee includes the hope that the examination of athletics "can identify measures to augment and better distribute revenues so that the present quality and scope of programs can be maintained." The Committee has addressed itself to this major problem in the course of the report which follows, but it has also addressed itself to a wide range of other matters which are equally important.

#### Committee Procedures

The Committee recognized immediately that it had an enormous and complicated subject to study, that attitudes on athletics are deeply polarized and often intensely emotional, and that it was under the restraint of a tight time schedule.



Several principles governed the Committee's approach to the subject. It understood that its duty, to the President and Board of Visitors, was to develop a report with adequate information and flexible recommendations which would best prepare the Board for a decision on athletic policy and guide the President in implementing a program. It decided that it would seek facts and figures about all aspects of athletics at William and Mary and also that it would seek attitudes and opinions from all segments of the College Community—professional instructional and coaching staff, students, faculty, alumni, and Educational Foundation members. The Committee further decided that it would not consider the administration, staffing, or curriculum of physical education for men and women, except in those restricted areas where there was a direct relationship with intramurals or intercollegiate athletics. Finally, the Committee decided to submit to the President and the Board of Visitors more than one statement of policy and more than one plan for implementing policy, so as to present the Board with meaningful alternatives.

To accomplish its task, the Committee read widely in available reports, studies, and articles on athletics. It devoted considerable time to a study of all aspects of women's athletics, holding conference sessions with the women coaches and instructors, and with representative members of the women's intercollegiate teams. The Committee held separate meetings or conferences with the men coaches, with the directors of men's and women's intramurals, with representative men students (selected by a student member of the Committee to represent diversified opinions and experience), with the Board of Directors of the Alumni Society, with the Board of Directors of the Educational Foundation, with the Chairman and representatives of the Faculty Admissions Committee, with representatives of the Affirmative Action Committee, and with the Vice President for College Development. The Committee also developed, distributed and tabulated, with the aid of the computer, a questionnaire aimed at sampling attitudes and opinions about athletics held by students, faculty, staff, alumni, and Educational Foundation members.

## II. POLICY STATEMENTS AND PROGRAMS

The Committee has come to the conclusion, after considerable study and reflection, that there are two significantly different policies on athletics, with their resultant types of programs, which can be articulated for William and Mary. There seems to be no viable middle-ground, no sure compromise between the two essential positions, which the Committee could support. The Committee came to believe, for example, that the statement of athletic policy prepared by the Athletic Committee in 1971, excellent as a statement of ideals, does not match the reality of the program being offered, and that some of the unintentional discrepancies between policy and program need to be eliminated. Finally, it does not seem possible or desirable to continue the present program for budgetary and philosophical reasons.

Committee members believe that there are valid arguments to be mustered in support of each policy and program set forth below, and that there are significant numbers of people within our College Community who will believe that one or the other of these is in the best interest of the College. There are administrative and budgetary problems with each program, and valid criticisms which can be leveled at each, but the Committee believes that each one can be implemented if there is the necessary desire and effort.

The report which follows attempts to present each of these policies and programs in the clearest, most direct fashion. Some of the most important supporting arguments as well as possible criticisms of the programs will be presented to reflect divergent opinions on controversial points. Following these presentations, a number of special topics will be discussed as they relate to the different program.

### *Policy Statement I*

The intercollegiate athletic program for men and women at William and Mary will be planned, developed, and administered primarily for the educational and recreational benefit of the student participants. The program may, in fact, be of interest to non-participating students, faculty, alumni, and friends of the College, but the primary reason for its existence will be to provide carefully coordinated and challenging opportunities for athletic competition to students as one aspect of their four-year educational program in arts and sciences.

An important goal of the College is "the development of individual capabilities through liberal education." To that end, the undergraduate curriculum is designed to provide a diverse and increasingly demanding academic program from introductory courses to advanced courses for seniors. The athletic program will be both an extension of the academic program and its counterpart. It will provide a diverse and increasingly demanding athletic program from physical education classes to intramural and recreational sports, and, finally, to intercollegiate competitions. Because the program serves the students and is a counterpart of the academic program, it will be supported largely from student fees.

At the heart of the program is the undergraduate student who will be first of all a student, and secondarily one who has an interest or special ability in athletics. The student's presence at the College will be attributable to some combination of the educational, cultural, geographical, or other advantages of the College, but not attributable to recruitment and subsidization for athletic ability. In all respects, but most notably in admissions, registration, and financial aid, the student who decides to participate in intercollegiate athletics will be treated like all other students.

The excellence and success of the program will be measured in terms of the diversity, extent, and quality of the programs and the instruction offered to large numbers of students with differing abilities and interests. The success of the program will also be measured for the participants in terms of growth in self-understanding, and the pleasures of increased knowledge and developed skills.

### *Policy Statement II*

The intercollegiate athletic program for men and women at William and Mary will be planned, developed, and administered for the benefit of the College community. The program will also provide a challenging athletic experience for the participants, but the primary reason for the program will be for the larger benefits accruing to the College as an institution and as a community of alumni, friends, students, and faculty. The spectator, the alumnus, and the friend of the College, together with the participant, will be served by the program to an acknowledged degree.

As a small university, the College seeks to enhance its regional and national reputation through the excellence of the teaching and research of its faculty, the success of its graduates, and its selected public service programs. The athletic program will be developed on a corresponding scale to achieve a regional and national reputation in selected sports, and to enhance this reputation through a quality program and reasonably successful records. Winning teams will be a natural and important aspect of the developing program, but not the only concern. Because the program intentionally serves more than the student participant, the revenue sports will be supported from gate receipts, student ticketbooks, donations and concessions. The non-revenue, intramural, and recreational sports will be supported largely from student fees.

The undergraduate who participates in an intercollegiate sport will be a student-athlete whose dual roles of athlete and student will both be recognized as significant. As an athlete, the participant will often be recruited and sometimes subsidized for special abilities and for potential service to the institution. The excellence of the athlete's performance will contribute to the pleasure of the spectators, to the pride of the alumni and friends, and, perhaps, to the fund-raising capabilities of the institution. As a student, the participant will be expected to progress through a degree program and to obtain a degree. In recognition of the importance of the athlete's contribution to the College and of the attendant pressures and responsibilities of the dual role of student and athlete, some participants should receive preferential treatment in admissions and registration.

The success and quality of the program will be measured in several ways. These may include the extent and diversity of the program, the degree of success the teams achieve within the moderate expectations of the College, the level and stability of financial support obtained through gate receipts and contributions, the degree of enthusiasm and support from alumni and friends, and the continuing athletic quality and academic performance of the student-athletes.

### *Program I*

#### *Recruitment and Admissions*

There will be no recruitment of athletes under this program. Information, in the form of brochures, for example, may be distributed to secondary schools, but there will be no recruiting of individual athletes. The coaching staff will seek to identify the athlete only after admission to the College, and to interest the athlete in participating in the competitive athletic program.

The existing admissions criteria and the selection and notification process will apply to all students equally with no preferential treatment for athletes. To the extent that the admissions process regularly gives weight to special talent, athletic talent may be considered in the evaluation of a prospective student.

#### *Athletic Scholarships*

Grants-in-aid for athletes will no longer be offered to entering students, effective in the fall of 1975. Grant-in-aid recipients currently enrolled at the College will be allowed to continue their grants through their fourth year.



## Administration

The intercollegiate athletic program will be an integral part of the total physical education program, and will be the responsibility of the two physical education departments. The Athletic Committee will serve in an advisory capacity. (For further discussion see section on *Athletic Committee*.)

## Staffing

The coaching of athletic teams will be the responsibility of faculty members in the departments of men's and women's physical education. These physical educators, receiving some compensation in the form of released time or stipends, will coach in the sports of their specialization. There are, currently a sufficient number of positions funded by State Funds in the departments of men's and women's physical education, and sufficient funds projected in the attached budget for some additional positions, to insure a well-qualified staff capable of implementing Program I in 1975-76. As with the teaching faculty of the College, the coaches will have their coaching abilities evaluated annually by students and colleagues.

## Scheduling

All men's and women's intercollegiate sports presently included in the athletic program will be continued. Under NCAA rules the College will have three options relative to the continuation of football and basketball and the effect on grant-in-aid recipients: (1) to continue playing the same opponents for a three-year period, and at that time to compete at the Division III level; (2) to drop football and basketball for an interim period necessary to protect a year of eligibility for grant-in-aid recipients who might transfer to other institutions; (3) to play basketball against Division III opponents, where possible, and to develop football with similar opponents. Among these difficult alternatives, the third seems the most consistent with Policy I and in the best interests of most athletes. (For further discussion see section on *Athletic Scholarships*).

Membership in the Southern Conference will have to be dropped under Policy I. Scheduling of teams will be governed primarily by equality of competition and the proximity of opponents. The later consideration is important for the amount of time as well as money available for investment in the program.

The Committee recommends that the College move to Division III status for suitable competition. The College will continue to compete against traditional rivals in selected sports when possible. The following are some Division II and III institutions with whom schedules could be developed in various sports:

### Division III

Allegheny College  
Franklin and Marshall College  
Hampden-Sydney College  
Randolph-Macon College  
Bridgewater College  
Emory University  
Haverford College  
Johns Hopkins University  
Muhlenberg College  
Swarthmore College  
Washington College (Maryland)  
Washington and Lee University

### Division II

University of Baltimore  
Catholic University  
George Mason University  
Madison College  
University of Maryland (Baltimore County)  
University of North Carolina (Wilmington)  
Old Dominion University  
Roanoke College  
Towson State College

Opponents for the women's teams will continue to include Madison, Bridgewater, Lynchburg, Westhampton, Old Dominion, Virginia Commonwealth, Longwood, Mary Washington, Roanoke, Hollins, University of North Carolina at Greensboro and Chapel Hill, University of Maryland, Goucher, Eastern Mennonite, and Randolph-Macon Women's College.

## Intramural, Recreational and Club Sports

A strong, comprehensive program for intramural, recreational, and club sports is essential if any athletic program is to be successful. These sports and activities provide students and other members of the College community with the opportunity to participate in competitive and recreational activities as frequently as they desire, at a level commensurate with their skill. For a more complete discussion, see the section on *Intramural, Recreational, and Club Sports*.

C

## Title IX

If the *Title IX Guidelines* are implemented in their present form, Program I will be in compliance with these regulations. As prescribed by the *Guidelines*, the interests of the participants will be reviewed annually. The division of funds will be determined by the interest survey, the financial demands of particular programs, and the funds available.

## Budget

The budget for Program I is not the *sine qua non* of the program. The nature of the program is such that the College will not be forced into any situation where funding demands for a particular sport or activity are dictated by a "spend-more-lose-less" theorem. In short, Program I will offer students a wide variety of athletic opportunities, but only to the extent that funds are available. If further expansions are desired, for which funds are not available, the student body should be responsible for any decision to increase the athletic fee.

Present recipients of athletic grants-in-aid should continue to receive their awards, if they desire, for what would be the normal duration of their undergraduate career. This will obviously impose some initial constraints on the athletic budget. The purpose of the following budget is to illustrate the fact that, with present financial resources, Program I can thrive and grow.

### A. Income

The financial base for the implementation of Program I will come primarily from that portion of the student fee now known as the "athletic fee". Nominal fees for spectators, other than students, may be charged for some athletic events, but no sport will be managed to generate substantial amounts of revenue. Specifically, the following, annual revenues can be conservatively projected for the next three years:

#### Revenue

1) Student fees	\$350,000
2) Alumni and friends	20,000
3) Vending concession profits	15,000
	\$385,000/year

Item (1) is essentially the same amount as that budgeted for the men's athletic program alone during the 1974-75 year. Item (2) represents (realistically) a severe drop in the present alumni-friend financial support of the athletic program. It is not unreasonable to assume that this amount of external financial support can be found.

### B. Costs

As mentioned earlier, the College has an obligation to existing grant-in-aid recipients and should honor these obligations. The burden can be absorbed by existing income over a three-year period. The present total grant-in-aid obligation is about \$300,000, or about \$220,000 for 2nd, 3rd, and 4th year students. Some grant-in-aid athletes will no doubt decide to leave William and Mary in order to continue their athletic experience in large-scale programs. For budgetary purposes, it will be assumed that about 20% of our grant-in-aid recipients will initially choose to leave the College following the implementation of Program I.

The complete services of some existing athletic offices will no longer be essential to the operation of the athletic program envisioned in Program I. Specifically, the category of General Administrative Expense will be pared considerably and publicity will be essentially eliminated or assumed on a modest level under the Office of Public Information Service.

With these considerations in mind, an outline of the expenses (exclusive of men's football and basketball) for the next three years follows:

#### Expenditures

<i>Intercollegiate Sports</i>	1975-6	1976-7	1977-8
Men	75,000 <sup>(1)</sup>	80,000	85,000
Administrative (Men)	35,000 <sup>(2)</sup>	36,000	38,000
Women	90,000 <sup>(3)</sup>	115,000 <sup>(3)</sup>	140,000 <sup>(3)</sup>
<i>Intramurals (Men and Women)</i>	17,000 <sup>(4)</sup>	18,000	19,000
Outstanding Grants-in-Aid	175,000	95,000	45,000
	392,000	344,000	327,000



- (1) The equivalent amount for the non-revenue sports in 1974-75 (with grants-in-aid subtracted) is \$72,000
- (2) Salary, office and insurance costs (men only)
- (3) Proposed Women's budget for 1975-76 through 1977-78
- (4) See section on Intramurals

A three-year summary of the above budget indicates that the expenses will be less than the income by \$92,000. These funds can be used to operate the basketball program and to develop the football program. If ever the net expense of either basketball or football program should be projected beyond this modest level of funding, then the program should be reduced to fit the budget, unless the student body taxes itself accordingly.

## *Program II*

### *Recruitment*

Coaches will recruit those athletes with superior ability who can meet the admissions requirements of the College. Moreover, when recruiting for athletes who will make an important contribution to a specific sport, coaches should try to recruit the athlete who will also be a contributing member of the student body. Coaches will, of course, always conform to NCAA and AIAW regulations governing recruiting practices.

### *Admissions and Registration*

The Committee obviously cannot formulate policy in an area where another Committee has proper jurisdiction and responsibility to the Board of Visitors. The recommendations on admissions which follow suggest those changes in policy which the Committee believes would permit full implementation of Policy II. The Admissions Committee and the Board itself will have to consider the merits of these broad recommendations within College policy, and develop the administrative procedures necessary to implement the recommendations if they are acceptable.

It is suggested that preferential treatment be given to the recruited athlete in the admissions process in two ways: the recruited athlete, whether a grant-in-aid recipient or not, should be given special consideration for admission if his or her College Board scores, class rank, grades, and other factors are within the broad range of those of other students regularly admitted to the College; the recruited athlete should receive early notification. The basic proposal, therefore, is that a recruited athlete should receive special consideration if there is a clear indication from the application that the athlete has a good chance of remaining in academic goodstanding and of graduating.

The Committee further suggests that intercollegiate athletes be given preferential treatment in the registration process so that they can arrange their schedules to avoid conflicts between late afternoon courses or laboratories and scheduled team practices. This proposal is generally to permit some form of early registration for athletes, especially for freshmen and sophomores, so that required multi-sectional courses or labs can be taken at times other than at the time for regular team practices which usually begin at 4:00 p.m. daily during the season.

### *Athletic Scholarships*

In order to insure the success of the program, grants-in-aid, where finances permit, should be given in all sports. In the revenue-producing sports, the number of grants-in-aid should be limited only by NCAA and AIAW policies and by available funds. (See section on *Athletic Scholarships* for further discussion.)

### *Administration and Staffing*

The program should be administered as presently--women's athletics by the Chairman of the Department of Women's Physical Education and men's athletics by the Director of Athletics. The Athletic Policy Committee will have responsibilities regarding both men's and women's athletics. (See further discussion in section on *Athletic Committee*.) The program will be staffed as at present with coaches who are members of the Women's Physical Education Department and with men coaches who are either members of the Men's Physical Education Department or members of the Men's Athletic Department.

### *Scheduling*

The College should compete against institutions which have similar aims of excellence in both academics and athletics. Schedules should aim to enhance the image of the College as an educational institution of national standing. This can best be accomplished by promoting athletic relationships with schools of similar national and regional character and with similar athletic programs. Accordingly, the College should schedule Virginia colleges, members of the Southern Conference, the Atlantic Coast Conference, the East Coast Athletic Conference, the Ivy League, and some carefully selected independents. Events should be scheduled so that the total time athletes must be absent from the campus is kept to a minimum.

The Athletic Director has the final responsibility for scheduling men's athletic events. The coach, in consultation with the Department Chairman, has the final responsibility for scheduling in women's athletics.

### *Intramural, Recreational and Club Sports*

A strong, comprehensive program for intramural, recreational, and club sports is essential if any athletic program is to be successful. These sports and activities provide students and other members of the College community with the opportunity to participate in competitive and recreational activities as frequently as they desire, at a level commensurate with their skill. For a more complete discussion, see the section on *Intramural, Recreational, and Club Sports*.

### *Title IX*

If the *Title IX Guidelines* are implemented in their present form they will have a tremendous effect on all men's intercollegiate athletic programs and, obviously, on Program II. Depending upon the final version of the *Guidelines*, Program II would either become impossible to implement, or possible with certain modifications. If, for example, the revenue sports were to be exempted from the *Guidelines*, the program could probably be maintained with grants-in-aid divided among men and women, or with nearly equal amounts of funds developed for grants-in-aid for men and women. Facilities, staffing, administration, and services could probably be developed at the necessary level, but there would be difficulties. (For further discussion see the section on *Title IX*.)

### *Budget*

Funds for intercollegiate athletics will be provided from essentially the same sources as in the past with the exception of the General Current Fund Local. This College Fund has supported the men's athletic program over the past few years with an annual allocation of from \$30,000 to \$60,000. Under Program II, the General Current Fund Local would be eliminated as a source of financial support for athletics. The revenue sports will be supported by gate receipts, student ticketbooks, donations from the Educational Foundation, radio and TV rights, program advertising and sales, and concessions. The non-revenue sports will be supported by the student fee with as much additional income as can be developed from donations by the Educational Foundation and from gate receipts. Hopefully, within three or four years, the growth of the revenue sports will permit them to achieve a large measure of financial self-support, at which time the support for non-revenue sports can be substantially increased.

At William and Mary only football and basketball have the possibility of generating any significant amounts of revenue to consider putting them on a sound financial basis. These two sports can exist and compete at their current budget levels if they are supported by a student ticketbook, Educational Foundation contributions, and related revenues. These sports, especially basketball, can increase their revenue if the programs are allowed to expand. The increased revenue should then go into other portions of the overall athletic program. In order to implement such a program, there should be a transition period of approximately three to four years. During this time there should be a student ticketbook. The cost of this book should be included in the Student Fee at the same discount price now offered the faculty. If any excess funds are generated by the program during this transition period, most of the funds should be used to improve the revenue sports, to develop them more quickly to the desired level of excellence.

After the transition period, the program should be reviewed to assess the success of the program. At this time, the student ticketbook may be eliminated, and any existing excess funds can be redistributed to the entire program. The use of any excess funds should be determined by the Athletic Director after consultation with the Athletic Committee and the President of the College.

If the non-revenue sports are to expand and grow, the expansion would have to be financed by increased student fees, or by gate receipts developed from their own meets or matches. For those non-revenue sports which have grants-in-aid, their current grant-in-aid level could be increased through additional support from the Educational Foundation, and, after the transition period, from any excess funds generated by the revenue-producing sports.



The non-revenue sports should continue to improve to a level of excellence in the same manner as the revenue-producing sports. Women's athletics should be developed to the point where they have the same opportunities as men's athletics.

In the following budget, the expense for administrative, publicity, and medical services are shared by the revenue and non-revenue sports on the basis of one-third total costs being assigned to revenue sports and two-thirds total costs being assigned to non-revenue sports. The amount of the Student Fee includes the cost of the student ticketbook and the amount necessary to support the non-revenue sports.

<i>Receipts - Revenue Producing Sports</i>			
	1975-76	1976-77	1977-78
	(4,900)	(4,950)	(5,000)
GATE RECEIPTS			
Football	\$205,000	\$210,000	\$220,000
Basketball	50,000*	55,000*	60,000*
EDUCATIONAL FOUNDATION	125,000**	135,000**	145,000**
MISCELLANEOUS	50,000	50,000	50,000
STUDENT TICKET @ \$36.50 (Football and Basketball)	178,850	180,675	182,500
TOTAL	\$608,850	\$630,675	\$657,500

<i>Expenditures - Revenue Producing Sports</i>			
	1975-76	1976-77	1977-78
	(5% increase)	(5%)	(5%)
FOOTBALL (\$417,745)	\$438,632	\$460,563	\$483,592
BASKETBALL (\$97,776)	102,665	107,798	113,188
ADM, MED, PUB SUPPORT	58,000***	60,000***	62,000***
TOTAL	\$601,297	\$628,361	\$656,780

\* This revenue has greatest potential to expand to \$100,000 and beyond.

\*\* These sums can be increased to provide for maximum grants allowed by NCAA rules.

\*\*\* This expenditure is estimated to be football and basketball's share of administrative, medical, and publicity support and represents roughly 1/3 of the total administrative, medical, and publicity expenses.

<i>Non-Revenue Sports</i>				
SPORT	1974-75	1975-76	1976-77	1977-78
		(5% increase)	(5%)	(5%)
Track	\$47,368			
Wrestling	12,540			
Baseball	10,300			
Tennis	5,500			
Rifle	2,050			
Fencing	1,750			
Swimming	5,150			
Golf	3,400			
Gymnastics	11,300			
LaCrosse	3,500			
Soccer	3,250			
TOTAL	\$106,108	\$111,414	\$116,984	\$122,833

<i>Supporting Activities</i>				
	1974-75	1975-76	1976-77	1977-78
General & Admin. Expense	\$113,291	\$76,956	\$80,803	\$84,843
Publicity	37,360	28,728	30,164	31,673
Medical	28,720	19,656	20,639	21,671
Contingencies	10,000			
TOTAL	\$189,371	\$125,340*	\$131,606*	\$138,187*

### *Total Men's Athletic Budgets*

ITEM	1974-75	1975-76	1976-77	1977-78
REVENUE SPORTS	\$515,521	\$601,297	\$628,361	\$656,780
NON-REVENUE	106,108	111,414	116,984	122,833
SUPPORTING	189,371	125,340	131,606	138,187
TOTAL	\$811,000	\$838,051	\$876,951	\$917,800

\* Shows transfer of approximately 1/3 from the administrative, medical, and publicity expenses to revenue producing sports.

### *Student Fee for Men's Non-Revenue Sports*

	1975-76	1976-77	1977-78
	(4,900)	(4,950)	(5,000)
EXPENDITURES			
Operating Expense	\$111,414	\$116,984	\$122,833
Supporting Activities	125,340	131,606	138,187
TOTAL	\$236,754	\$248,590	\$261,020
INCOME			
Designated Gymnastics	\$10,000	\$10,000	\$10,000
Designated Grants	15,000	15,000	15,000
TOTAL	\$25,000	\$25,000	\$25,000
NET COST	\$211,754	\$223,590	\$236,020
STUDENT FEE	\$ 43	\$ 45	\$ 47

### *Summary of Student Fee*

	1975-76	1976-77	1977-78
Season Book (Football & BB)	\$36.50	\$36.50	\$36.50
Men's Non-Revenue Sports	43.00	45.00	47.00
Women's Non-Revenue Sports*	19.00**	23.00**	27.00**
Intramurals & Recreation*	4.50	4.50	4.50
TOTAL OF STUDENT FEE	\$103.00	\$109.00	\$115.00

\* The budget figures used her for women's sports and intramurals are from the total budget projections included in the sections of this report on *Women's Athletics* and the *Intramural, Recreational, and Club Sports*.

\*\* Does not include grants-in-aid for women. An additional \$9-10.00 would have to be projected to cover these costs.

### *III ARGUMENTS: FOR AND AGAINST*

In order to stimulate constructive debate, the Committee offers the following arguments on each of the two policies and programs. No attempt has been made to be exhaustive nor to suggest all of the ramifications of any one argument, but rather the Committee has attempted to summarize some of the arguments for and against each proposal.

#### *Policy I - Program I*

#### *Arguments For:*

1. The proposal, for the first time, offers a philosophy and a program which is totally in keeping with the educational philosophy of the College. Athletics will be truly an outgrowth of the academic program.
2. The proposal will make amateur competitions a reality, and restore the student participant to a position of importance. It will provide a broad program of athletics for students of all abilities, including the highly skilled, but no portion of a program exclusively designed for the specially talented athlete, recruited and subsidized.
3. The proposal is financially feasible and is not dependent on the vagaries of winning teams, ticket sales, or uncertain amounts of contributions at a time of financial crisis. Expenditures will be modest, in proper proportion to the educational budget, and equitably divided among all portions of the program.



4. The proposal will foster the equal development of all sports and will not sacrifice financial support of the non-revenue sports for support of the revenue sports.
5. The proposal will respect the academic commitment of the student athlete, will permit a fair amount of self-determination in the program, and will be devoid of any pressures and special obligations associated with big-time, winning teams.
6. The proposal makes it possible for the athletic program to develop its potential in revenue. This is especially true in basketball where there is a fine facility and the opportunity to generate significantly larger sums of money that can help the entire athletic program.

*Arguments Against:*

*Arguments Against:*

1. The proposal recommends dropping to a Division III level of competition. This is a definite de-emphasis of the intercollegiate athletic program and may work to the disadvantage of the College. Moreover, it does not seem to be within the spirit of the Board's resolution.
2. The proposal drops football for an indefinite period of time and then suggests that football be developed again at a Division III level. Not only does this violate the concept of a full athletic program by dropping one of the most important sports, but it does not make adequate budget provisions for a renewed program. Furthermore, without at least recruiting and need-basis scholarships, it may not be feasible to field a team against other Division III teams.
3. The proposal provides for scheduling athletic competition with such institutions as Hampden-Sydney, Lynchburg, Madison, Old Dominion University, Randolph-Macon, Washington and Lee, Virginia Wesleyan, and Bridgewater College. The College as an institution of national stature is not synonymous with these schools.
4. The proposal will cause the end of the Educational Foundation with its valuable service to the athletic program of the College. Not only will this important source of funds cease to exist, but the overall fund-raising abilities of the College may be seriously affected.
5. The proposal will cause a drastic reduction in coaching and administrative positions in men's athletics. Approximately ten or more professional coaches and administrators would certainly leave the College, resulting in a serious loss to the athletic program.
6. The proposal will adversely affect the men's non-revenue sports. Several of these sports are gaining regional and national stature. A de-emphasis in the program will mean the abandonment of hard-won accomplishments in these sports.

*Policy II - Program II*

*Arguments For:*

1. The proposal finds ways to carry out the hope of the Board of Visitors in their resolution when they asked the Committee to find ways to "augment revenues and better distribute them so that the present scope and quality of our athletic program can be maintained."
2. The proposal puts the burden of improvement for the revenue sports on private donations and gate receipts, while the burden of improvement for the non-revenue sports--both men and women, intramurals, club and recreational--rests primarily with student fees.
3. The proposal is one in which the entire community--students faculty, staff, administration, alumni and townspeople--can share in, take pride in, and work together to improve. It is a program that will help to unite the community.
4. The proposal maintains certain College traditions that only a high quality intercollegiate athletic program can provide. It is the catalyst to such social activities as Homecoming, dances, enthusiasm over traditional rivalries with state and area institutions. It encourages the existence of a marching band, cheerleaders, majorettes, and all the pageantry of intercollegiate athletics.
5. The proposal provides a favorable atmosphere for private donations to the College's total development program.

1. The proposal, in philosophy and implementation, is incompatible with the educational aims and purposes of the College. A program which recruits and subsidizes athletes largely for entertainment or promotional purposes is in conflict with the educational philosophy of the institution.
2. The proposal will bring increased professionalism, relentless pressures on athletes and coaches to win, and a big-business commercialization of athletics. The effects of these developments have led to well-documented excesses in recruitment and coaching, and to the cynical exploitation of athletes at other institutions. It can happen at William and Mary.
3. The proposal will adversely affect admissions procedures and the overall academic quality of the student body by giving preferential treatment to athletes who will not have to compete for admissions on an equal basis with all other students. The result of this preferential treatment in admissions and registration will be to stigmatize and segregate the recruited, subsidized athlete from other students.
4. The proposal will require large increases in gate receipts and contributions, and enormous expenditures of funds at a time of near economic recession and disastrous inflation. It will place a particularly heavy burden on alumni when increased alumni contributions to the College are essential to the continued development of the academic program. The proposal tends to ignore the financial implications of Title IX.
5. The proposal will increase the student athletic fee (already high relative to most others in the State). There is a limit to the amount of tuition and fees the College can charge. Any portion of an increase which goes exclusively to athletics will be at the expense of the educational program which may need more financial support from this source of funds. Furthermore, to raise the fee, through a mandatory student ticket book, to support football and basketball without increasing the services provided to students in non-revenue sports, women's athletics, and intramurals is unreasonable and contrary to a judicious use of student money. One purpose of setting a fee for a ticket book was to identify the exact amount of student money allocated to revenue sports. However, in Program II, many costs that can be attributed to revenue sports are still covered by all allocations from the student fee for non-revenue and intramural sports. Examples of such items are administrative, medical, insurance, publicity, and fund raising costs.

6. The proposal will require that each woman student pay the entire athletic fee and yet receive only a small portion for her intercollegiate athletic program and intramurals. Such an allocation of funds is discriminatory against women.
7. The proposal will require that grants-in-aid for students in non-revenue sports be financed by the athletic fee paid by each student. It is indefensible that one student should be required to pay for another's tuition and fees, room and board, course-related supplies and books, and incidental expenses.

*Title IX*

Perhaps no single aspect of this study proved as perplexing to the Committee as the implications of the proposed regulations of the Department of Health, Education and Welfare intended to implement the requirements of Title IX of the Education Amendments of 1972. Colleges and universities which receive Federal financial assistance are prohibited by the regulations from sex discrimination in education programs or activities. These proposed regulations or "Guidelines," have been the subject of considerable controversy and debate at the national level. The NCAA has criticized the proposed regulations, where they affect athletics, as being unauthorized by law, vague and ambiguous in standards, not rationally related to the objectives of Title IX, and as being arbitrary and damaging to athletic programs for both sexes. The NCAA has proposed extensive revisions to the regulations. The AIAW has strongly supported the letter and spirit of Title IX, but has suggested some modifications and revisions of the regulations.



Those who enthusiastically support major athletic programs for men are strongly opposed to the full application to Title IX to athletics, and believe that the proposed regulations must and will be modified before becoming law, at least to the extent that revenue sports are not affected. Others believe that the proposed regulations will not be altered, and that the College must begin now to change its athletic program so as to comply with the law.

Confronted with this difficult and confusing situation, the Committee has developed policies and programs which attempt in part, to respond to the as yet unresolved implications of Title IX. At this point, however, the Committee believes it should make clear the substance of the proposed regulations as they would effect athletics, and in brief, to suggest those areas where compliance would present problems. As presently written, the proposed regulations prohibit improper discrimination or unequal treatment where athletic opportunities have been limited. Specifically, the regulations:

1. Permit separate teams for each sex, where selection is based on competitive skill, or a single team open to both sexes. This suggests, for example, that the College could have two swimming teams with comparable facilities, grants, coaching, and services, or one coed team.
2. Require an annual survey of student opinion to determine in which sports students desire to participate.
3. Require that separate teams may not be operated so as to discriminate on the basis of sex in the provision of athletic scholarships, recruiting, coaching, facilities, services, equipment, and supplies. If the revenue sports continue to be included in this regulation there will have to be a major change in the program, the Program II as proposed, would be virtually impossible. If, as some believe, the revenue sports will be excepted from the regulation, the non-revenue sports can continue to exist with Affirmative Action to eliminate unequal opportunities or differences based on sex. Equal aggregate expenditures are not required. This would mean, in one example, that either the amount of grant-in-aid funds for men's non-revenue sports would have to be divided with women's sports, or an amount raised to match the total amount for men; or that no grants-in-aid be offered to any of the non-revenue sports. There is in 1974-75 a total of 48 full or partial grants-in-aid totalling \$36,792 available to the men's non-revenue sports which would have to be divided or matched for women, assuming there is sufficient interest by women in these sports. Only Program I can be in compliance with this section of the regulation.
4. Require that affirmative efforts be taken to inform members of a sex whose athletic opportunities have been limited "of the availability of equal opportunities and to provide support and training to enable them to participate."

The Committee admits that its understanding of Title IX is imperfect, and that it may not have presented all of the implications of the regulations. Its purpose, in this report, is to call attention to the probable consequences of Title IX, and to suggest to the Board of Visitors, administration, alumni and Educational Foundation that these consequences may be enormous in athletics. Compliance with the regulations will require careful planning and extensive efforts by all who are concerned with the athletic program.

#### *AIAW and VFISW*

The Association for Intercollegiate Athletics for Women, formed in 1971, governs intercollegiate competition for women at the local, State, and regional level, and administers national championships in a variety of sports. It establishes policies on recruiting and the limitations of financial aid for women athletes.

#### *VFISW*

The Virginia Federation for Intercollegiate Sports for Women seeks to encourage and enhance sports competition among women in the colleges of Virginia. As an autonomous organization, it supports the standards and policies of the AIAW and provides opportunities for women's intercollegiate competition at the state level leading to regional and national competition. At present, the VFISW serves 30 member colleges throughout Virginia.

The National Collegiate Athletic Association, the governing organization for men's intercollegiate athletics, in 1973 divided the 665 member institutions into three divisions and eight geographical districts for legislative and competitive purposes. William and Mary, for example, competes presently at the Division I level in District Three. The NCAA originally determined the appropriate division for an institution according to the competitive schedule of the football or basketball program and according to the level of financial support given to athletes (grants-in-aid or need-basis scholarships). Division I institutions have "major" programs (to use the NCAA term) in football or basketball and other sports, and are permitted the maximum number of grants-in-aid allowed by the NCAA. (For further discussion, see the section on *Athletic Scholarships* ). Division II institutions have slightly less ambitious programs and are permitted fewer grants-in-aid. Division III institutions have more modest or "low-profile" teams and are not permitted to award grants-in-aid.

There are 237 Division I institutions, but only 126 of these compete at the Division I level in all sports. Boston University, for example, is a Division I institution, but it competes in Division II in football; Virginia Commonwealth University is a Division I institution, but it does not compete at all in football. William and Mary is in the group of 126 institutions with "major" programs. Furthermore, with the upgrading this year of Appalachian State's football program, all of the eight Southern Conference institutions compete at the Division I level. Davidson College, however, is in the process of reducing its football program to the Division III level.

An institution may alter its program significantly, either to the "major" level or to a "low-profile" level, and thereby change its divisional classification. Program I proposes that the College change its program to a Division III level, while Program II proposes that the program develop to the full potential permitted under our Division I status. Any institution which is in a lower division can choose to compete in a higher division in one sport. It would be possible, therefore, for William and Mary to change to a Division III program, but to continue to compete in one sport (track, for example) at the Division I level. Johns Hopkins is a Division III institution which competes at the Division I level in lacrosse.

#### *The Southern Conference*

This is the men's athletic conference to which William and Mary belongs. It is composed of eight member institutions: Appalachian State University (Boone, N.C.); The Citadel (Charleston, S.C.); Davidson College (Davidson, N.C.); East Carolina University (Greenville, N.C.); Furman University (Greenville, S.C.); Virginia Military Institute (Lexington, Va.); University of Richmond (Richmond, Va.); William and Mary (Williamsburg, Va.). The Conference constitution permits a maximum number of ten members. From time to time an institution may leave the conference (George Washington University left in 1970) or join the Conference (Appalachian State joined in 1972).

The College has sometimes questioned the appropriateness and advantages of belonging to the Southern Conference. It is a Conference with an unusually diverse range of institutions in size and purpose, and with differing athletic programs. There are, however, certain advantages to Conference membership for William and Mary as long as the College competes at the Division I level. The advantages include those of scheduling, especially in football and basketball; of championship tournament organizations, especially in basketball and the non-revenue sports; of revenue-sharing from national or regional television programs in football or basketball; and the advantage of participating in the self-governing legislative processes of a conference.

The alternatives to Conference membership are: to change the program to a Division III level and drop Conference membership (Program I); to become an independent, and compete at the Division I level; or to seek membership in another conference, such as the Atlantic Coast Conference (University of Virginia, Maryland, North Carolina, North Carolina State, and others). The last two alternatives are not feasible in the judgment of the Committee, even under Program II. Independent status is not feasible because of disadvantages of scheduling, lack of championship, and lost revenue-sharing, and ACC membership is not feasible because of insufficient seating capacity in the stadium. The ACC would require nearly comparable stadium capacities and gate receipts in football. There is a rather remote, fourth alternative. That is, that the College might seek out such prestigious institutions as the University of Virginia, Vanderbilt, Duke, Wake Forest, Tulane, and perhaps an independent like the Naval Academy, and attempt to form another conference on the Ivy League model. At the present, this alternative seems overwhelmingly difficult, and would only be possible if such institutions were like-minded in their decisions to modify their programs as necessary to band together. Nevertheless, with the general financial uncertainties of college athletics, and the unpredictable impact of Title IX, such an alternative may become more attractive and possible in the years to come.



### Student Fees

Each undergraduate student at the College is charged a "tuition and general fee." The amount of tuition varies with the in-state or out-of-state status of the student. The "general fee" is constant for all students, and includes an amount of \$88 for an "athletic and recreation fee." The revenue from this fee is used to support the men's and women's athletic programs, the intramural program, and various recreational and cultural activities. The operating budget for 1974-75 for these activities, based on the \$88 fee charged to 4,850 students (generating \$426,800) is as follows:

Men's Athletics	\$355,604
Women's Athletics	48,185
Men's Physical Education (Intramural Program)	2,400
Student Recreation:	
Dances and Special Events	3,675
Concerts	3,150
Lectures	1,575
Band Fund	3,675
Overhead (2% to the State)	8,536
Total:	\$426,800

In effect, approximately \$73 out of the \$88 "athletic and recreation fee" will go to men's athletics in 1974-75, approximately \$10 will go to women's athletics, approximately \$.50 will go to men's intramurals, and the remaining portion of \$4.50 will go to student recreation, band, and overhead.

The amount and the proportional division of the "student fees" (the general term, in this report, for the "athletic and recreation fee") has been the subject of considerable controversy on campus. Undergraduate students generally believe that the student fee should not be increased, that the amount of the fee that goes to revenue sports should be decreased, and that women's and men's non-revenue sports deserve more support, presumably from student fees. (For further evidence of attitudes on the student fee, see the section on the *Questionnaire*.)

The effect of Program I would be to distribute the fee more equitably among the athletic and intramural programs and to keep it constant at \$88 for as long as possible, allowing student opinions to help decide when, if ever, it should be increased. The effect of Program II would be to increase the student fee (which would include a student ticketbook) to cover increased athletic costs and an expanding program.

There is no College policy which prohibits the use of student fees for the support of grants-in-aid. In the last few years, however, there have been sufficient revenues to men's athletics through the use of the General Current Fund Local, and the income from gate receipts, concessions, and Educational Foundation contributions to cover the costs of grants-in-aid. Program II proposes that student fees be used, in part, for grant-in-aid for the non-revenue sports. Inherent in Program II, therefore, is a policy which would regularly use student fees to subsidize the education and living expenses of student athletes.

### Women's Intercollegiate Athletics

The purpose of the Women's Athletic Program is to enhance the development of the whole individual, using athletics as a means to that end. Opportunities not only for physical growth, but for gains in emotional maturity, character development, and human relations skills exist in athletics.

The keystone of women's intercollegiate athletics at William and Mary is and always has been student interest. The needs and expressed interests of the student participants initiated and continue to prescribe the development of the athletic program. This program is dedicated to providing challenging, enjoyable athletic opportunities for highly skilled students. Student participation is characterized by seriousness of purpose, commitment, a sound perspective on competition, and the sheer joy of involving oneself in activity. Students share in planning, leadership, and organizational responsibilities.

Policies and procedures for the athletic program are established by means of the democratic process by the ten members of the Physical Education Department. The Committee on Women's Athletics, consisting of four faculty members and two students appointed by the President, contributes to policy-making decisions and program innovations. The Chairman of the Department of Physical Education serves as Director of the Athletic Program, and faculty members of the Physical Education Department serve as coaches and advisors.

The women's athletic program is totally dependent upon allocations from student fees. In return, women students are automatically associate members of the Women's Recreation Association (administrative body of the intramural program) and may vote on policy changes and election of officers. Admission to sponsored events is free for all students and no grants-in-aid are given. In addition, full-time undergraduate women of amateur standing are eligible for participation on an intercollegiate team as long as an academic average of 1.0 is maintained. Tryouts are held at the beginning of each season, and team membership is limited only when funds and facilities dictate the necessity to do so.

In response to the rising needs and interests of women students, the athletic program has experienced tremendous expansion. The growth since 1965 is reflected as follows: 1) the number of student participants has grown from 100 to 312; 2) the number of events sponsored has tripled from 44 to 138; and 3) the teams fielded have increased from 5 varsities, 1 junior varsity, and 2 interest groups (8 total) to 10 varsities, 5 junior varsities, and 2 interest groups (17 total). On the other hand, the coaching staff and financial support have not been increased proportionately.

Rather than jeopardize the quality of the program, staff members have carried heavy overloads without compensation, and coaches and students have supplemented the operating budget in order to participate in and carry out the intercollegiate schedules. The women's athletic staff consists of ten full-time members of the Women's Physical Education Department and three part-time coaches who are paid stipends from student fees. Of the ten full-time members, eight are paid by state funds and two by student fees. Six of these members coach 13 of the 15 varsity and junior varsity teams. Two members advise the modern dance group (Orchesis), which is active the entire year, and teach academic courses in dance. One member advises the aquatic art group (Mermettes), also active throughout the entire year, and serves as the advisor for the intramural program. The tenth member is the Chairman of the Physical Education Program and Director of the Women's Athletic Program. All of the coaching and administrative responsibilities are assumed without extra compensation and are in addition to full teaching loads in the required Physical Education Program as well as numerous departmental and professional responsibilities. The three part-time staff members are assigned to one specific activity and have no other responsibilities. Two of these three are paid small salaries for their services, and one receives no compensation at all. The latter is the volleyball coach who volunteered his services when he learned that volleyball would have to be dropped as an intercollegiate sport due to insufficient funds. Even though the success of the program to date can be attributed to the outstanding leadership provided by the coaches and advisors, there is doubt whether or not this quality can be maintained without the aid of additional staff. Furthermore, to have fewer coaches than men and pay them less is in direct violation of current laws.

It is evident that the financial support for women's athletics has increased markedly in recent years, but it still falls short of covering essential items such as uniforms, meals, equipment, housing, and transportation. In the past, expenditures for Women's Athletics have not reflected the true cost of the program because students and staff have been willing to supplement the budget in order to participate in and carry out the intercollegiate schedules. For example, many participants and coaches supply their own equipment. Team uniforms, if supplied, are frequently shared between two teams (hockey with lacrosse, and volleyball with basketball). This poses a problem when seasons overlap as they do in volleyball and basketball. Participants on other teams buy all or a portion of the team uniform.

The portion of the student athletic and recreation fee spent on athletics for 1974-75 is \$404,289. Women contribute 50% of that amount but receive a scant 12% or \$48,685 while the men receive 88% or \$355,604. This is an unjust as well as an illegal situation in which women have contributed equally to the athletic fund but have not yet received funding equal to their expanding needs.

Although the *Guidelines for Title IX* as yet are not final, the law is in effect and its intent is to prohibit such discrimination as cited above.

It is general knowledge that the College is lacking in recreational and intercollegiate facilities. Even though this subject receives special attention in this report under the heading of *Facilities*, there are particular needs for the women's program which need emphasis here. First is the need for six additional tennis courts adjacent to the existing Adair Courts. Second is the need for an indoor space and a field which may be an addition or a reallocation of existing facilities. Third is the need for an electronic timer for Adair Pool.

The attached budget, projected through 1978, has been prepared in detail with the following in mind: 1) the estimated costs for operating and staffing the existing programs, 2) the cost of adding gymnastics as an intercollegiate sport for women and the cost of expanding the track and field program, 3) the costs for gradual compliance with *Title IX* in the provisions of comparable athletic facilities and service for both sexes, and 4) the costs for grants-in-aid for women, if they are available to men.



I  
WOMEN'S ATHLETIC PROGRAM  
PROJECTED BUDGET 1975-1978

	Budget 1974-75	Budget 1975-76	Budget 1976-77	Budget 1977-78
Administration and General Expense				
Managerial Staff and Offices				
Administrative Assistant	1,200.00			
Teacher/Coach	11,800.00	12,600.00	13,600.00	14,600.00
Teacher/Coach	10,000.00	10,800.00	11,800.00	12,800.00
Teacher/Coach		10,000.00	11,000.00	12,000.00
Teacher/Coach			11,000.00	12,000.00
Teacher/Coach				11,000.00
Coaching Supplements*		8,500.00	9,000.00	10,000.00
Secretary	600.00	800.00	1,000.00	1,200.00
Clerk/Typist		3,600.00	4,500.00	5,000.00
Student Assistants	1,109.00	1,200.00	1,320.00	1,450.00
Publicity Staff		1,000.00	1,000.00	1,500.00
	24,709.00	48,500.00	64,220.00	81,550.00
General Expense				
Social Security	1,450.00	3,500.00	3,850.00	4,235.00
Office Supplies	400.00	500.00	550.00	600.00
Communications	300.00	500.00	550.00	600.00
Travel and Coaches				
Training	1,200.00	3,000.00	3,000.00	3,300.00
Dues and Subscriptions	327.00	400.00	450.00	500.00
Supplies (Yearbook, W.A.A. Printing)	330.00	400.00	450.00	500.00
Insurance	4,607.00	10,300.00	10,950.00	11,935.00
Archery	-0-	-0-	-0-	-0-
Badminton	450.00	1,108.00	1,200.00	1,320.00
Basketball	1,700.00	3,875.00	4,000.00	4,400.00
Dance	1,404.00	1,515.00	1,700.00	1,870.00
Fencing	1,100.00	1,785.00	1,900.00	2,090.00
Golf	1,400.00	2,060.00	2,200.00	2,420.00
Gymnastics	-0-	1,125.00	2,750.00	3,025.00
Hockey	2,300.00	3,207.00	3,350.00	3,685.00
Lacrosse	2,000.00	3,100.00	3,300.00	3,630.00
Mermettes	1,405.00	1,610.00	1,800.00	1,980.00
Swimming Team	2,000.00	3,205.00	3,400.00	3,740.00
Tennis	1,800.00	3,020.00	3,200.00	3,520.00
Track & Field	200.00	1,105.00	1,200.00	2,000.00
Volleyball	900.00	1,485.00	1,600.00	1,760.00
Miscellaneous Sports	1,110.00	2,000.00	2,500.00	2,750.00
	17,769.00	30,200.00	34,100.00	38,190.00
M & O of Physical Plant				
M & O of Building & Equip.	300.00	500.00	600.00	660.00
M & O of Athletic Fields	100.00	200.00	500.00	550.00
Special Events	1,200.00	1,500.00	1,500.00	1,500.00
Contingencies	-0-	1,000.00	1,500.00	1,500.00
	1,600.00	3,200.00	4,100.00	4,210.00
GRAND TOTAL	48,685.00	92,200.00	113,370.00	135,885.00
Grants-In-Aid (10 full grants if required by the adoption of Program II.)		40,000.00	40,000.00	40,000.00

\*Supplements to physical education faculty for coaching and administration services to the intercollegiate program in all sports and activities.

#### Revenue Sports

These are presently football and basketball. A revenue sport generates revenue through gate receipts, television contracts, and concessions, but it does not necessarily make a profit or become self-supporting through these incomes. Track occasionally produces revenue through special meets, and so does wrestling, but neither is consistently revenue-producing at present.

#### Non-Revenue Sports

All sports other than football and basketball, including women's sports. There are 13 non-revenue intercollegiate sports for men at William and Mary. These are baseball, basketball, cross country, fencing, football, golf, gymnastics, lacrosse, soccer, swimming, tennis, indoor track, outdoor track, wrestling, and rifle. The NCAA recognizes at total of 18 sports for

men, not including rifle. The only NCAA sports not offered at William and Mary are ice hockey, skiing, volleyball, and water polo. There are nine non-revenue intercollegiate sports for women at William and Mary, and two activities which are also considered to be part of the athletic program. These are badminton, basketball, fencing, field hockey, golf, lacrosse, Mermettes (aquatic art), Orchesis (modern dance), swimming, tennis, and volleyball. A tenth intercollegiate sport, track, will be introduced in the second semester, 1975. The Virginia Federation for Intercollegiate Sports for Women (VFISW) recognizes only two other sports which are not presently offered at William and Mary: archery and gymnastics. In the non-revenue sports, therefore, William and Mary offers an unusually broad and diversified program for men and women. Both Program I and Program II will attempt to retain and develop all of the non-revenue sports.

#### Intramural and Recreational Sports Program

The intramural and recreational sports program adds a valuable and essential dimension to the total educational program at William and Mary. It affords an opportunity for students to participate in recreational and competitive activities as regularly as his time and interest allow. Whether under Program I or Program II the College should encourage the development of this program through increased support. A detailed description of the existing program appears on pages 256-260 of the *Report of Self-Study*.

No other extracurricular program on campus can boast equal popularity and support among the students. In 1972-73, over 3100 students (756 women and 2417 men participated in the organized intramural program. There is no comparable tally of students who participated in recreational activities. The tremendous student response to the program is reason enough for the College to take positive and immediate steps toward eliminating the problems that hinder a fuller development of the program. These problems, clearly articulated in the *Report of Self-Study*, have been substantiated through further study by this Committee. To summarize, these findings indicate that a very important facet of student life has been neglected. To remedy this neglect, major changes should be made in the following areas:

- 1) Administration and Supervision
- 2) Financial support
- 3) Facilities
- 4) Communications

#### General Program

It is logical that a total program of intramural and recreational activities should be the responsibility of the Men's and Women's Physical Education Departments for they can provide the professional leadership as well as share in supplying equipment and facilities essential to the program. Through these departments, an efficient and comprehensive sports program can be developed.

An unstructured, recreational program, making use of all available recreational resources on and near the campus, should be instigated to complement the more traditional intramural program. Such activities as sailing, hiking, camping and canoeing should receive high priority when expanding and improving the existing program.

The intramural program, except for coed volleyball, has been operated on a segregated basis. The existing intramural activities should be augmented increasingly by integrated activities so as to comply with the requirements of *Title IX*.

#### Administration and Supervision

The personnel required to administer and supervise the program should consist of a full-time director, two part-time faculty assistants, and two graduate assistants.

1. Director of Intramural and Recreational Program. This position should be held by a member of a Physical Education Department who has few or no teaching responsibilities.

#### Duties:

- A. To plan, implement, direct, and supervise the entire intramural and recreational program.
- B. To be responsible for administrative and operation of all facilities used primarily for intramural and recreational activities. In other instances, where facilities serve several purposes, the Director should be responsible for the facilities during those hours designated for intramural and recreational purposes. That is, the Director should schedule activities, insure security, and hire supervisors and lifeguards.



*Athletic Scholarships*

- C. To develop budgets.
- D. To purchase equipment.
- 2. Two Part-time Faculty Assistants. These assistants (1 male, 1 female) should also be members of the physical education departments who divide their responsibilities equally between the intramural program and teaching.

There are basically two types of athletic scholarships--the grant-in-aid and the need-basis scholarship. The AIAW regulates the amount of financial aid and the number of athletic scholarships permitted in each of the women's sports. The limits, in those women's sports offered at William and Mary, are as follows:

- Duties:
- A. To plan and supervise men's, women's, and coed intramurals.
  - B. To serve as liaison between the Dean of the Residence Halls and the Director to insure close communication between the student body and the program.
  - C. To assist the Director in general administration of the program.
3. Graduate Assistants. These assistants would be used primarily to help supervise and manage the men's intramural program.

<i>Sports</i>	<i>New Awards Per Year</i>	<i>Maximum Awards in Effect the Same Year</i>
Badminton	3	8
Basketball	4	12
Fencing	3	8
Field Hockey	4	12
Lacrosse	4	12
Swimming/Diving	4	12
Tennis	3	8
Track/Cross Country	4	12
Volleyball	4	12

*Funds*

Funds should be supplied through student fees and the budgets of the Men's and Women's Physical Education Departments. Allotments for salaries of the two part-time members, and for some equipment and for awards should be made from student fees. The physical education department budgets should supply funds for the salary of the full-time Director, and for the remaining equipment.

The NCAA (for men) regulates the numbers of grants-in-aid permitted in each sport for institutions competing in Division I or Division II. Institutions awarding need-basis scholarships compete in Division III, and the NCAA has specific regulations governing the award of these scholarships.

*1975-76 Suggested Budget*

<u>Salaries</u>	<u>P. E. Budget</u>	<u>Student Fees</u>	<u>Student Aid</u>
Director	11,000		
Assistant Directors		11,000	
Graduate Assistants			5,200
Officials		4,000	
Lifeguards and student workers			13,000
Maintenance of buildings and fields	1,500		
Equipment	4,000		
Miscellaneous			
Awards, dues, publicity, special events		2,000	
<b>TOTALS</b>	<b>\$16,500</b>	<b>\$17,000</b>	<b>\$18,200</b>
<b>GRAND TOTAL:</b>	<b>\$51,700</b>		

The *grant-in-aid* is a scholarship for athletes providing "commonly accepted educational expenses" as defined by the NCAA. The accepted expenses are for tuition and fees; room and board; required course-related supplies and books (may not exceed \$200 per academic year); and incidental expenses (may not exceed \$15 per month for nine months, or a total of \$135 per academic year). The NCAA has set the following limits on Division I institutions (William and Mary) for grants-in-aid by sport:

<i>Sport</i>	<i>Maximum Initial Awards Per Year</i>	<i>Maximum Awards in Effect the Same Year</i>
Football	30	105
Basketball	6	18
Baseball	-	19
Cross Country/Track	-	23
Fencing	-	8
Golf	-	8
Gymnastics	-	12
Lacrosse	-	23
Soccer	-	19
Swimming	-	19
Tennis	-	8
Wrestling	-	19

*Facilities*

Needs of the program:

- 1. Two additional indoor spaces, the size of basketball courts, or large enough to conduct intramural activities. Example of the existing situation: Adair Gym is now used so heavily by physical education classes and intercollegiate sports that it is available for intramurals only at the following times:

- Monday after 10:30 p.m.
- Tuesday after 8 p.m.
- Wednesday after 9 p.m.
- Thursday after 8 p.m.
- Friday after 6 p.m.
- Saturday and Sunday all day, except when intercollegiate practice and games are scheduled.

- 2. One large playing field that can contain three or four playing fields the size of softball fields.
- 3. 24 tennis courts
- 4. 12 Handball and squash courts

(For further discussion, see the section on *Facilities*.)

*The Club Sports*

The Club sports (Rugby, Cricket, Karate, etc.) also provide students with the opportunity to compete in sports not offered in the athletic or intramural program. These sports should be recognized, encouraged, and supported by the College. Practice and game facilities should be provided on a priority following intercollegiate and intramural teams. The Athletic Director and the Chairman of the Women's Physical Education Department should develop and coordinate procedures for the club sports.

These numbers are for "maximum" or full awards; that is, they are the number of awards permitted for full coverage to an athlete of "commonly accepted educational expenses." The dollar value of a "maximum" award will vary among institutions, depending upon costs, as it will vary within William and Mary depending on tuition (in-state or out-of-state), dormitory assignment, and course-related costs. If all the maximum costs permitted by the NCAA were calculated, together with the highest tuition and dormitory rates, the top amount for a "maximum" grant-in-aid at William and Mary would be:

Tuition (out-of-state)	\$2,212
Room (Old Dominion)	680
Board (7 days/week)	603
Course-related books, etc.	200
Incidental expenses	135
<b>Total:</b>	<b>\$3,830</b>

In actual practice, however, no athlete at William and Mary receives this much. In most cases, the course-related costs are below the maximum allowed, and the dormitory costs are below the maximum. Furthermore, the Athletic Director and the Coaches frequently divide the funds available for "maximum" grants-in-aid into partial grants (totaling \$100 or more per year) so that the athletic scholarship funds can be extended to support more athletes. This is usually the case in the non-revenue sports.

A tabulation of grants-in-aid at William and Mary by sport for 1974-75 shows the following level of scholarship support:



## 1974-75 Budget Grants-In-Aid

Sport	Initial Awards		Awards in Effect		Total Awards	Cost
	Full	Partial	Full	Partial		
Football	22	1	77	9	86	\$231,545
Basketball	6	0	11	0	11	36,200
Baseball	0	0	0	4	4	2,200
Gymnastics	0	3	0	3	3	1,500
Soccer	0	1	0	1	1	500
Tennis	1	1	1	2	3	4,400
Track	2	2	3	21	24	23,536
Wrestling	0	4	0	13	13	4,656
Totals:	31	12	92	53	145	\$305,031

The funds for grant-in-aid come from donations, largely through the Educational Foundation, or from gate receipts and other revenues. In the recent past, it has not been necessary to use student fees for this purpose. The dollar amount available for grants-in-aid is determined annually and budgeted by the Athletic Director to various sports. The coach of a sport receiving grant-in-aid funds determines all allocation of grants to individual athletes within the limit set by the NCAA. The total amount of funds for grants-in-aid budgeted to a sport, football for instance, usually means, at William and Mary, that the number of "maximum" grants that can be offered will be fewer than the number permitted by the NCAA. At present, College policy has further restricted football to a total of 75 "maximum" grants in effect the same year. It can be argued that the effect upon the football program of the College policy of 75 grants is to put the football team at a disadvantage when competing against other Division I teams. Some Southern Conference teams, especially the University of Richmond and East Carolina University, are developing their programs to approach the NCAA Division I limits in "maximum" grants-in-aid in football and in some other sports.

*Need-basis scholarships* are athletic scholarships awarded on the basis of need as determined by the Parent's Confidential Statement (PCS) of the College Scholarship Service. All such scholarships must be handled through the institution's financial aid office and may be offered only by the Director of Student Financial Aid after the student has been admitted. The total amount of scholarship or employment aid offered cannot exceed the amount of need determined by the PCS form. There are no need-basis scholarships for athletes at William and Mary.

The tabulated responses from the questionnaire indicate that among the students and faculty responding, there is a clear preference for either no grants-in-aid at all, or for need-basis scholarships for men and women (undergraduate and graduate students). The responses from alumni and Educational Foundation members are too diversified to be conclusive, but they perhaps show a slight preference for grants-in-aid based on ability.

In the judgment of the Committee, however, the College should not change to need-basis scholarship support for athletes. The Committee proposes that either grants-in-aid be awarded up to the limitations of NCAA restrictions and available funds (Program II), or that no athletic scholarships be awarded (Program I). The difference between Program I and a need-basis scholarship program is that with the latter funds are raised through donations, gate receipts, and other sources, and set aside specifically for athletes who have needs established by the PCS form. Program I proposes no such special funds, but rather proposes that the athlete, like any other student, be eligible for whatever financial and employment aid available to all students in need through the Student Aid Office.

The Committee believes that a need-basis scholarship program has serious disadvantages for William and Mary at the present time. Those few institutions with Division I athletic programs which are also on a need-basis scholarship program, such as Ivy League institutions, have considerably more funds available for such purposes than William and Mary. They are able to provide some important "fringe benefits" to their athletes, such as job opportunities, training tables, and the like, which tend to make their need-basis scholarships competitive with grants-in-aid scholarships at less prestigious or less expensive institutions. The Committee believes that it could cost William and Mary as much or more to offer need-basis scholarships and remain competitive in Division I as it does to offer grants-in-aid. To recruit the top athlete, the College would be forced largely to recruit only those athletes with nearly total financial need, many of whom might be at an educational disadvantage at William and Mary.

The Ivy League schools mostly compete against each other, and they are, therefore, on nearly equal footing regarding recruiting and subsidization of athletes. William and Mary would be at a serious disadvantage to attempt a Division I schedule with only need-basis scholarship support. Until the NCAA should impose the need-basis program on all institutions, a proposal that it rejected recently, the College should either not award athletic scholarships or should award

grants-in-aid. Furthermore, the Committee believes that some sort of compromise program, whereby some sports are on a need-basis (football, for example), while others are on grants-in-aid (basketball or track, for example), and while the entire program is still operated largely at the Division I level, such a compromise program seems indefensible philosophically or economically. It is certainly possible to justify a program entirely supported by need-basis scholarships, at a considerable financial savings, which competes only at the Division III level, but the Committee argues that such a program would be better served without any special athletic scholarships at all. It has proposed this alternative in Program I.

*Educational Foundation, Alumni, and Fund-Raising*

The Educational Foundation is a non-profit corporation, begun in 1948, which is composed of those who contribute funds for grants-in-aid to men's athletics. The Foundation has an elected President, Secretary-Treasurer, seven regional Vice Presidents, and 45 Trustees. The Foundation's staff consists of an Executive Director, who spends approximately 1/2 of his time as the Sports Promotion Director, and a secretary, who is also secretary of the Sports Information Office and are salaried from the Men's Athletic budget.

The membership of the Educational Foundation fluctuates annually according to the number of contributors. During the past ten years, nearly 3,000 individuals have contributed. Annually, about 1,000 to 1,200 individuals contribute. There are very few women members of the Foundation, and none of the Board of Trustees. There are approximately ten faculty members who belong to the Foundation. During the calendar year 1973, a total of 1,118 individuals contributed \$105,538.72 for grants-in-aid. Of these individuals, 835 (74.6%) were from Virginia and raised 67% of the total funds and 553 (49.4%) were from the Norfolk-Peninsula-Williamsburg-Richmond area. Put another way, approximately 72% of the contributors, during the same period, were alumni, approximately 3% were parents, and 25% were friends of the College. This latter group are mostly local business men. The percentages of contribution cited indicate that Educational Foundation members are predominately local alumni or friends with special interests in athletics and easy access to the campus. The alumni members of the Foundation, however represent approximately 2 - 3% of the entire alumni body. During the 1974 fiscal year, the alumni gifts to the Educational Foundation represented 9% of all alumni gifts to the College.

The Foundation's annual fund-raising campaign is unrelated in purpose or in administration to the development and fund-raising programs of the College, except that there is some coordination between the Foundation and the Development Office as to the timing of fund-raising campaigns. The Foundation concludes its annual campaign in the spring, and the William and Mary Fund campaign is conducted during the fall. As it now operates, the Foundation's fund-raising program may be called one of "deficit financing." That is, the Foundation makes a budget commitment to the athletic program in the year to come, raises funds during the year, and obtains a loan to guarantee the commitment, if funds do not match the commitment by June 30. The Foundation then continues to campaign for funds to repay the loan before it launches its fund-raising efforts for the next year. Loan financing by the Foundation has become frequent.

Donors to the Foundation are classified by the size of their contributions and recognized by special privileges accordingly. A donor giving a minimum of \$25 is listed in the "Indian Club" and sent a special newsletter, and invited to social and promotional programs. A donor giving \$100 is listed in the "Tomahawk Club," given special parking privilege at the Stadium, and allowed to purchase center section season football tickets. In 1973-74, there were 315 members of the "Tomahawk Club." Those giving \$500 are listed in the "Chief's Club," and receive the same benefits. There were 18 individuals and four institutional members of the "Chief's Club" in 1973-74. Donors giving \$1,000 are called "co-scholarship" members and are entitled to two free season tickets. There were seven individuals and one institutional "co-scholarship" donors in 1973-74. Those donors giving \$2,500 or more are called "Scholarship" donors, and numbered five in 1973-74. The majority of donor-members of the Educational Foundation give \$100 or less annually.

It can be argued that the Educational Foundation has not yet reached its potential as a source for athletic funds, in spite of its recent increases. The annual commitment to the athletic budget by the Foundation has shown an 83.3% increase in four years, from the \$60,000 commitment in 1972 to the \$110,000 commitment in 1975. Even so, the projected figure of \$110,000 is considerably below what is regularly raised by equivalent booster clubs within the Southern Conference not to mention the Ivy Leagues, and big-time Division I athletic powers.



Mediocre records on the football field and basketball court, high turn-over of coaching staff, lack of a consistent administrative direction and organization, as well as unrealistic College grant-in-aid limitations, have been cited by Foundation officers as reasons for the uneven development of the fund-raising program. Whatever the reasons, the Foundation officers now believe that with an institutional commitment to a winning, quality program, with the present capable Athletic Director, and with stability in the coaching staff, the fund-raising efforts of the Foundation have considerable possibilities. They believe that \$200,000 a year may be a possible goal in several years. The Foundation officers also firmly believe that any serious reduction in the program would not only virtually eliminate Foundation support, but would also seriously effect overall alumni giving.

If Policy I and Program I should be adopted, then it seems safe to predict that the Educational Foundation, as it is now constituted, would cease to exist. Some members, particularly those with only athletic ties to the institution, would cease to give at all. Others, particularly those alumni who also contribute to the College proper through the several annual funds coordinated by the Development Office might continue to contribute, but it is difficult to determine at what level. The Directors of the Alumni Society are, if anything, even more outspoken than the Foundation Directors in their criticism of any suggestion that the athletic program be altered. Speaking, they say, for the vast majority of graduates, the Alumni Directors maintain that only a growing, developing, quality program with reasonably winning teams will insure the financial support of alumni. They predict disastrous consequences to the fund-raising programs of the College if athletics are curtailed. The subject of the inter-relationship between a developing, successful, and highly-visible athletic program and the fund-raising capabilities of the institution is a controversial one. The Committee has no answers, but because the subject is close to the heart of the argument over the predicted consequences of both programs, the Committee offers the following observations.

Program I will anger and alienate some alumni, and Program II will anger and alienate others. Letters from alumni received by the Development Office and by the Committee indicate both attitudes. Some say they will never contribute to the College until the athletic program is reduced in cost and size, while others threaten to cancel their contributions to the College if that should happen. The American Council of Education report on athletics examined the experience of the 151 senior colleges that have discontinued football since 1939 and found that "the three interrelated conditions . . . described—huge financial deficits, lack of student support, and a consistent recent record of far below .500 on the gridiron—represent by far the most common set of circumstances leading to the end of football."\* The report continued by saying, about the effect on alumni giving, that "the experience of almost all schools was that it had no significant negative effect and in some instances had considerable positive results." (p.12). When an institution viewed the discontinuation of football as an eliminated debt, "the demise of football was often the catalyst for across the board improvements in the rest of the athletic program -- both intramural and intercollegiate." (p. 11). Obviously the three interrelated conditions leading most often to an abandonment of football, as analyzed in the ACE report, do not apply completely at William and Mary. There are some similarities, however; enough to suggest, perhaps, that the adoption of Program I might not, in reality, have the disastrous consequences upon College fund-raising that is predicted by the Directors of the Alumni Society and the Educational Foundation. Perhaps a more objective judgment, without denying the validity of the Directors' concerns, is that alumni giving the College might diminish immediately to some degree if Program I were adopted, but that in all likelihood alumni giving would resume a stable and normal pattern in time.

If Program II should be adopted, then the alumni and Foundation members will immediately be challenged by a substantial, increased demand for funds. The success of Program II depends to a large degree on increased revenues from football and basketball, and almost half again the amount of present contributions from the Foundation. The pressures for a massive increase in fund-raising can be viewed in a positive manner by the Foundation, and, indeed, the Directors are sincere in their enthusiastic acceptance of the opportunity to raise more funds for athletics if the proposed program is to their liking. Both the Foundation Directors and the Alumni Directors agree they should have the opportunity, and are optimistic about their success. In fact, one experienced Alumni Director confidently predicted that a goal of \$300,000 yearly was within reach.

\*See "Appendix I" of the report, p. 7. Other quotations will be from this source.

In spite of this optimism, there is some concern that a significant increase in the intensity of fund-raising for athletics could adversely affect the College's efforts to raise badly needed private funds for scholarships, faculty development, and the instructional program. The alumni body of William and Mary is not unlimited, after all, in its capacity to respond to every "urgent" appeal to which it may be subjected. If Program II is implemented, even closer coordination between the Educational Foundation and the Office of College Development would seem desirable in order to hold to a minimum conflicting aims and competition for funds which might work to the disadvantage of both the College and the athletic program.

The Committee believes that the Foundation should give serious consideration to the following suggestions, if Program II be adopted by the Board of Visitors:

1. The name of the organization should be changed to eliminate the word "Educational." There is a long-standing and sizeable amount of criticism both within and outside the College directed at the name of the Foundation which is viewed as deceptive at worst, or merely confusing at best. Some such title as "Intercollegiate Athletic Foundation," or "Athletic Scholarship Foundation," or simply, "The Indian Club" would do much to avoid confusion, clarify purposes, and increase acceptance of its function by eliminating a constant source of criticism.
2. The Foundation's fund-raising program might be broadened extensively to be truly representative of the geographical distribution of alumni, and to include an active campaign for funds for women's athletics. Federal legislation under Title IX will require this by law, but basic fairness also suggests that funds should be raised for women where the needs are well substantiated. The Foundation might also consider adding some women members to its Board of Directors.
3. The Foundation might also investigate thoroughly the advantages of more closely aligning its fund-raising program and publicity activities with the College Offices of Development and Public Information. At present, the Foundation is the only totally independent organization which solicits funds and issues publicity in the name of the College without having any connection to other similar activities of the institution.
4. Finally, the Committee believes that the Foundation should make every effort and explore every means by which it could shift its fund-raising program from "deficit financing" to a program in which funds would be raised in one fiscal year and budgeted to the athletic program for the next fiscal year. This shift-over will be difficult, but not impossible. A sizeable loan might be obtained to make the change possible immediately, and the loan repaid over a period of years; or a large donation for this purpose might be obtained; or a percentage of each year's funds might be banked until a time, in four or five years, when there would be sufficient funds to make the transition. It seems imperative to the Committee that some such transition be undertaken if the development and financial stability of the athletic program under Program II are to be guaranteed.

#### *Athletic Policy Committee*

Neither the NCAA nor the Southern Conference indicate what sort of faculty or administrative unit within the institution, if any, should be responsible for overseeing the athletic program. The Southern Conference Constitution does designate a "voting delegate" as "the Faculty Representative" who shall be appointed from each member institution by its president, and who shall be either a "regular, full-time member of the faculty, or an administrative officer," but not "one whose primary duty is in athletics." (*Constitution*, "Article Five"). In addition to voting for his institution on matters before the Conference, the "Faculty Representative" has certain responsibilities regarding the certification of eligibility of athletes, but no mention is made of any requirements that he represent or report to a college committee. It would be perfectly possible to have an arrangement whereby the athletic director reported to the president, the "Faculty Representative" was a dean, or assistant to the president, and there was no college committee whatever. The Southern Association of Colleges and Schools, the accrediting agency to which the College belongs, specifies that: "In all institutions conducting formal programs of intercollegiate and intramural athletics these activities shall be a part of the total educational program of the institution, and the administration and the faculty shall have the responsibility for and control of all such activities." ("Standard Seven"). Nothing more is said to make clear the requirements, and considerable latitude among institutions is obviously permitted.



Most institutions throughout the country, however, do have some sort of "faculty committee" which is delegated with vague duties by the board of trustees and the president, the ones who most frequently determine athletic policy. The American Council of Education report summarizes the situation caustically, but accurately, as follows:

In the matter of organization there is on most campuses a faculty committee which presumably provides some kind of academic respectability to if not policy control over the athletic department. Often, however, its members are suspect in the eyes of their faculty colleagues. . . at the same time, because the committee usually reports to the president, it has no power *per se*. . . By and large athletic departments run athletic departments . . . (p. 93).

At William and Mary, as at many institutions, there are actually two "faculty" committees, both of which have student members: The Athletic Policy Committee for Men, and the Athletic Policy Committee for Women. The Men's Committee has women on it, but the Women's Committee has no men members. The Men's Committee reports to the President and the Faculties, the Women's Committee reports to the Department of Women's Physical Education. The Men's Committee is a general College committee with representatives from all the faculties, the Women's Committee is confined to women athletes and coaching staff in Arts and Sciences. The duties of the Men's Committee is stated in the *Faculty Handbook*:

This Committee formulates College policy on intercollegiate athletics for recommendation to the President for approval by the Board of Visitors; assures compliance with the rules and regulations of the Associations and Conferences of which the College is a member; and represents the College, through its Chairman, at deliberations of these groups. The administration of the athletic budget and the day-to-day supervision of the intercollegiate program rest with the Director of Athletics, who, while reporting directly to the President of the College, is also an ex-officio member of the Committee. The Committee submits an annual report to the President and to the Faculties of the College. (1.32).

There is no question that there should be an Athletic Committee at William and Mary. The Special Committee, however, has come to realize the special problems and conflicts facing such a committee, and in the recommendations which follow, has tried to be both realistic and positive. The Committee recommends that:

1. There should be one Athletic Policy Committee for men and women with equal membership by sex, and with student members.
2. The Committee should be a regular committee of the Faculty Senate, if it is established, reporting to the President and the Senate.
3. Faculty members of the Committee, with the exception of the Chairman, should be elected by the Senate or the faculties, for specified terms. The Chairman, because of Southern Conference requirements, should be appointed by the President, but the Chairman should also be a member of the Senate if it exists. The President should appoint the student members. He should also appoint the Director of Men's Athletics, the Chairmen of the Department of Men and Women's Physical Education, and the Director of Intramurals to ex-officio membership on the Committee.
4. The Committee should have the same duties now specified for the Men's Committee, but broadened to include policy recommendations for women's athletics and intramurals.
5. The Committee should review the budget proposals for men's and women's athletics and intramurals annually before they are submitted to the administration by the respective directors or chairman. The Committee should review the budgets for compliance with athletic policy, and may recommend line-item changes in the budgets accordingly to the directors or chairman. Where unresolvable differences of opinion exist between the Committee and the directors or chairman, the Committee may communicate its recommendations to the President who will resolve the issue.
6. The Committee should review competitive schedules in all sports, and make recommendations to the directors or chairman in accordance with athletic policy.

7. The Committee should serve as a liaison between the faculties of the College and the administrators of the athletic program, so that faculty opinions on athletics can be communicated to the directors and the President. The Committee should serve the same function with the student body to insure that student interests are protected.
8. The Committee should coordinate any annual survey of student interests in team sports required by Title IX.

The Special Committee recommends that the single Athletic Policy Committee be established with the foregoing duties regardless of which policy and program is adopted by the Board of Visitors. If Policy and Program I are adopted, then the Committee's duties can be scaled down as appropriate with regard to membership, budgeting, and scheduling.

#### *Athletic Facilities*

William and Mary Hall, Blow Gymnasium, Adair Gymnasium, Cary Stadium, six tennis courts and seven playing fields comprise the athletic facilities on campus. The *Report of Self-Study* (pp. 258-260) gives an account of the facilities housed in each of the indoor spaces cited above.

Three extensive programs, the physical education, intramural, and intercollegiate, utilize these facilities on a daily basis. The physical education program of 118 classes makes use of all the facilities and serves approximately 2800 men and women each semester. Classes are scheduled between 8 a.m. and 9 p.m., with the largest number of courses being concentrated in the afternoon when there are fewer academic classes. The intramural program offers competition in 34 different sports in which over 3000 students participate and is scheduled between the hours of 3 and 11 p.m. The intercollegiate program consists of 25 varsity teams and 10 junior varsity teams with competition and practices beginning after 3 p.m. each day.

As can be seen from the preceding information, there is tremendous student support for all of the programs and the major portion of these programs run concurrently between the hours of 3 and 10 p.m. During these prime hours, the lack of facilities places severe restrictions on the operation of the three programs, prevents further development of these programs, and leaves few facilities available for students who choose to pursue an independent and unstructured recreation program.

Most of the problems stem from a lack of facilities, but existing facilities have weaknesses that further complicate the situation. Before discussing the additional facilities needed, the committee would like to comment on these areas:

#### *William and Mary Hall*

Through conferences with the coaches, the Committee has learned that there are unfortunate misunderstandings and complications concerning the use of William and Mary Hall by athletic groups. The confusion, whatever the cause, poses problems for the teams and should be eliminated whenever possible. The Committee believes that some of the problems could be avoided if there were a closer liaison between the Committee on Campus Facilities Policy and Scheduling and the directors of men's and women's athletics. This Liaison may result naturally if the two directors were named ex-officio members of the Campus Facilities Policy and Scheduling Committee.

The Committee also believes that giving athletics, especially the non-revenue sports, a higher priority in scheduling the use of William and Mary Hall should receive serious consideration.

#### *Adair Gym*

**Dressing Facilities.** Men's swimming classes and varsity and freshmen swimming teams use Adair Gym on a regularly scheduled basis, yet the only dressing and shower facility for men is limited to an area that is approximately 10' x 20'. This space will not accommodate more than 10 - 15 students at one time, but class and team rosters have 24 and upward. When there are visiting teams, the dressing facilities must be used in shifts. The area should be expanded to a size that can provide dressing space for a minimum of 40 persons.

**Electronic Timer.** Adair Pool should have an electronic timer installed. At present, it takes approximately 20 timers and judges to run a swimming meet. These timers are in addition to about 10 other officials who are essential to conducting a meet. It is becoming increasingly difficult to secure 30 qualified officials. The installation of an electronic timer would eliminate this problem and give near perfect accuracy in timing events.



## Fields

In its present condition, the area behind William and Mary Hall, designated as a playing field, is too small and too irregular in shape and surface to be suitable for play. The field should be leveled for safety purposes and expanded to regulation size so that it can be utilized to its fullest potential.

The baseball field has always been used by many groups other than the baseball team, and this is acceptable as long as these are athletic groups that do not interfere with the baseball program. Other uses, such as a parking lot for football games, should not be permitted as this counteracts any efforts made toward improving the playing surface. The field should be lighted so that the baseball program can have greater flexibility in scheduling, and so that during other seasons the field can be used for football practices and intramural competition.

## Cary Stadium

The dressing facilities at Cary Stadium are, at best, substandard and should receive significant improvements.

## ADDITIONAL FACILITIES

Since 1961, enrollment and student participation in the athletic program of the College have doubled, yet the growth of the facilities has not been commensurate. Programs utilizing the outdoor facilities have been affected the most because these facilities have actually decreased during this period. For example, several fields have been replaced by new buildings and parking lots. In 1961 there were 18 tennis courts for 1800 students and now there are 6 for 5000 students.

A list of additional facilities that are necessary to the continuation and development of the total athletic program are listed below in order of priority. Repeated requests for each of these facilities have been made previously and unless a move is made to provide these long overdue facilities, the quality of the program is apt to be jeopardized.

1. **Tennis Courts.** A minimum of 24 additional courts are needed for the student body of 5,000. Several surveys conducted in the past indicate student interest in tennis exceeds all other sports and, at present, tennis classes can be offered to only one-fourth of those who have expressed a desire to take a course. Team practices and rosters must be kept to a minimum, and on weekdays opportunities for recreational play are almost nonexistent.
2. **Indoor Space.** A space 72' long, 100' wide, and 30' high is needed to accommodate indoor physical education classes, intercollegiate team practices, and intramurals. At present, there are five indoor spaces suitable for athletic activities on campus and each is heavily scheduled throughout the day. Of these five spaces, the men have four, while the women have only one. Title IX guidelines indicate that such a disproportionate allocation of facilities is in violation of the Education Amendments Act of 1972. If no additional space is provided, there should be a serious study devoted to the reallocation of the available athletic facilities.
3. **Swimming Pool.** Adair pool is a six-lane teaching and competitive swimming pool that lacks a suitable area for teaching deep water aquatics, such as scuba diving and water polo. The ceiling heights and the water depth do not permit the addition of three-meter boards which are required for men's competition at all levels and women's competition at the national level.

When constructed in 1963, the pool was the finest swimming facility in Virginia. Since that time, standards for construction have become more stringent and the skill performances of both men and women swimmers have improved. William and Mary swimmers are at an extreme disadvantage when one compares Adair Pool with other state institutions (e. g., UVA, ODU, Madison, VMI, and VPI) and private institutions (e. g., W&L and Univ. of Richmond).

There are several solutions, although two seem to be more practical. The first would be to build an eight-lane pool as an addition to William and Mary Hall, and the second would be to build a diving pool adjacent to Adair Pool. The second suggestion could be accomplished less expensively and would provide most of the same advantages. Also, if it were built as an addition to Adair, an appropriate dressing facility for the men could be included in this portion.

4. **Fields.** The intercollegiate and intramural programs are experiencing severe limitations as a result of a lack of fields on campus. Several fields were lost when parking lots were built adjacent to William and Mary Hall and have not been replaced. As many fields as can be accommodated on the main campus should be provided.
5. **Handball and Squash Courts.** There are two very old and undersized handball courts in Blow Gymnasium. These courts should receive needed renovations, and additional courts should be built in Blow. The proposed and designed handball courts in William and Mary Hall should also be completed.

## Questionnaire

The Committee was very interested in determining the opinions and attitudes of all members of the College community in regard to various aspects of the existing athletic program. Consequently, a questionnaire was devised and circulated to the several segments of the College community, including students, faculty, alumni, and Educational Foundation members. The purpose of the questionnaire was to sample attitudes, rather than to seek advice on specific problems. Although the questionnaire was variously criticized, and was, admittedly, an imperfect instrument, the Committee believes that, on the whole, the results of the questionnaire are useful and are probably representative of the attitudes of each segment of the College community.

The number of questionnaires returned by group, and the percentage of distributed questionnaires these returns represent are:

Group	Number Returned	Percent Returned
Undergraduates	817	20%
Graduate Students	134	11%
Faculty	185	41%
Alumni	296	1%
Educational Foundation (non-alumni)	33	4%

As a sample for determining significant differences in preference, the undergraduate, faculty, and alumni responses are roughly equivalent to a sample of infinite size. In fact, the responses of the graduate students and non-alumni members of the Educational Foundation represent a relatively large sample as hypothesis testing goes. Nevertheless, the Committee has been cautious in interpreting the results of the questionnaire. Only where a large percentage of returns by a group indicates a clear preference for one choice, has the Committee indicated that preference in the following summary:

## Summary of attitudes of those responding to the questionnaire:

1. Students and faculty favor reduced expenditures for the revenue sports. Alumni and Educational Foundation members favor increased funding so that they can be competitive on a Southern Regional basis. (Question II A).
2. Students and faculty favor reducing the amount of the student fee which supports men's revenue sports. Alumni and Educational Foundation members favor increasing the student fee proportionally to cover, in part, the rising costs of the revenue sports. (IIB)
3. Faculty favor discontinuing the Educational Foundation, and using donations from alumni and friends to benefit the College as a whole. Alumni and Educational Foundation members favor increased support for revenue sports through increased Foundation donations. (IIC)
4. All groups clearly agree that football should be self-supporting from gate receipts, and that women's, non-revenue, and intramural athletics could be supported from other sources. (IID)
5. Again, all groups clearly agree that basketball should at least be self-supporting, and that the non-revenue and intramural programs could be supported from other sources. (IIE)
6. All groups, except for Educational Foundation members, clearly agree that women's athletics deserve more financial support, commensurate with their needs. Foundation members alone believe women's athletics receive about the right amount of support. (IIIB)



7. All groups clearly agree that the men's non-revenue sports are important and deserve additional financial support. (IV)
8. Only the faculty for men's and women's intramural favored increased support from student fees.
9. Students favor athletic scholarships based on need for men and women, and faculty favor eliminating athletic scholarships. There is surprisingly, no clear preference on this matter by alumni and Educational Foundation members. (VI)

Where there is no clear preference indicated by any group (questions I and III on consistency of policies for men and women), or where one or more groups do not indicate a preference while others do (questions IIB, IIC, V, and VI) there are two possible explanations: 1) that the issue was clear, but opinion was genuinely divided, or 2) that the issue or question was not clear to that group and the diversified response reflects confusion. There were a total of eleven questions. Two questions (I and III) were clearly confusing to all groups. Virtually all groups agreed on four of the remaining nine questions, which shows surprising accord. On the five other questions where there were differences, the students and faculty tended to favor the same opinion, and the alumni and Educational Foundation members tended to favor a different opinion.

The Committee received some forty letters attached to returned questionnaires, in addition to numerous comments written on the form. Many of these letters were eloquent, even passionate, in their support or criticism of the athletic program. They made lively reading. Interestingly enough, approximately half of the letters were supportive and half were critical.

#### V. CONCLUSION

In the course of its study, the Committee found much that was commendable in the various programs of the College. It believes that these programs for men and women are unusually broad and diverse in the opportunities for intramural and intercollegiate competition they offer to students. The students apparently make good use of their opportunities, as evidenced by the large numbers of participants at all levels of competition. The coaching staffs are composed of dedicated and skilled professional men and women. But there are problems—problems of finance, of inadequate or inequitable funding, sometimes of inadequate facilities, and above all, problems of policy and scope. The Committee is convinced that the time has come when the College, through its policy-making body, must initiate an important change in the overall athletic program of the institution. For many reasons, the present program cannot continue. The Committee urges the Board of Visitors to adopt one of the policies and recommend one of the programs which, in their judgment, will be in the best interests of the students and the College as a whole.

Respectfully submitted,

Joy Archer  
Ben Carnevale  
Ben R. Cato, Jr.  
Roy L. Champion  
Peter Derks  
Jeff Greim  
Toni Hoke  
Edward E. Jones  
Mildred West  
Richard Walck  
J. H. Willis, Jr., Chairman

Also as part of this memorandum, I am providing three other documents which are relevant to a careful consideration of the Report on Athletic Policy.

First, is the Policy for Intercollegiate Athletics adopted by the Board of Visitors on June 10, 1961, which is the governing document on intercollegiate athletics until possibly modified or superseded by Board action at its meeting later this month.

#### POLICY FOR INTERCOLLEGIATE ATHLETICS

*For The College of William and Mary in Virginia*

*Adopted By The Board of Visitors -- June 10, 1961*

1. The College firmly believes that intercollegiate athletic competition is a legitimate extra-curricular activity, and that a well-balanced program of intercollegiate competition will make a definite contribution to a sound William and Mary educational program.

The intercollegiate athletic program should continue to be broadened to provide adequate opportunities for the development of athletic talent in all sports, and that broad participation in intramural sports continue to be encouraged to help realize this objective.

2. The College will continue as a member of the Southern Conference and the National Collegiate Athletic Association and will abide strictly by the rules and regulations of these associations.

3. The College will continue to schedule athletic contests with Virginia colleges, with teams representing Southern Conference members, and on occasion with such other teams as have prestige value, with whom a game would provide adequate financial return, and with which the teams of William and Mary could be expected to have a reasonable competitive chance.

A. Football schedules should be made according to the following principle: Whenever practicable, a minimum of six Southern Conference teams should be played each season.

B. Basketball schedules should be made, whenever practicable, to include all Southern Conference teams. Should out-of-Conference teams be scheduled, due consideration should be accorded prestige value and reasonable equality in game proficiency.

C. The schedules of all athletic contests should be made so that the total time athletes must be absent from the William and Mary campus is kept to a minimum. Schedules should also be prepared with appropriate consideration given to the interests of alumni and the general public.

4. The College will give grants-in-aid to deserving and eligible athletes and, within limits of financial resources, will make every effort to have the number of such grants-in-aid compare reasonably with that of other members of the Southern Conference.

Every effort will be made to interest Virginia athletes in attending William and Mary.

All grants-in-aid will be administered by the Committee on Scholarships and Student Employment. Recipients of the grants must meet the admission requirements of the College and must maintain the academic standards required of scholarship holders. The regulations of the Southern Conference concerning athletic grants-in-aid will be scrupulously followed.

5. The College approves and endorses the purposes of the William and Mary Educational Foundation, Inc., as presently enunciated.

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Secondly, I am providing the Statement of Athletic Policy developed by the Faculty Athletic Committee on November 24, 1971, at my request so that the College would have a current written statement of athletic policies. I transmitted that Statement of Athletic Policy to the College Community on December 3, 1971, with the following comments:

"These policies, for the most part, have been developed through consensus over the years and are reflected in the minutes and deliberations of the Committee. They have now been put together in a single document. This statement also is in consonance with the resolution on intercollegiate athletic policy adopted by the Board of Visitors on June 10, 1961.

It seems to me that this policy statement defines well what the athletic policies of the College should be at this time. I am asking the Director of Athletics to administer the athletic programs of the College accordingly.

I am taking this step as a reaffirmation of the College's mission as a small, high quality state university of national character, with a broad-based, high quality athletic program. This reaffirmation will lead, I believe, to a strengthening of the overall athletic program, varsity and intramural, for all students.

We may need, over a period of time, to make some adjustments in priorities and commitments to maintain appropriate balance and perspective in the athletic program and in the College as a whole. But I am confident that all of us who care for the College, its mission, and a high quality athletic program, will benefit. I am especially hopeful that this approach will continue to provide our students, men and women, varsity and intramural, with opportunities to enjoy a full range of athletic and recreational activities and experiences to which, as members of this College, they are entitled. This is the primary reason why the athletic program exists."



STATEMENT OF ATHLETIC POLICY

COLLEGE OF WILLIAM AND MARY

The College of William and Mary is an educational institution of national character with emphasis and priority on high academic quality and standards. Aside from professional and graduate studies it seeks to offer a broad, thorough undergraduate program focusing on a liberal education for all students. The athletic program of the College should fall fully within this compass as a coordinated, extra-curricular part of the total educational experience of all students. Athletics should be broad-based and include opportunities for participation of all students at a varsity or intramural level within our available financial resources. This means that as wide a variety of athletic opportunities be provided as possible to encourage participation by a majority of the student body.

The purposes of the athletic program of the College require that participants in intercollegiate athletics be truly representative of the student body. They further require that no undue demands be placed upon players and coaches and they be encouraged to enjoy the games as participants in amateur competition rather than as professional performers. It would follow logically from this that a young man coming to the College is first and foremost a student. He should have open to him all the educational opportunities both academic and athletic. Everyone connected with the College should share in the responsibility for insuring that nothing prevents him from taking advantage of these opportunities; no demands should be placed on him that interfere with his education. The opportunities provided for intercollegiate competition should emphasize the developmental character of athletics rather than the professional. Schedules should aim to enhance the image of the College as an educational institution of national standing. This can be accomplished best by promoting athletic relationships with schools of similar national character and with similar adherence to high standards of academic excellence as well as similar athletic programs. As in the academic program as a whole, excellence should also be the aim of athletics; this excellence, however, should not be based solely on the record of games won or lost, but rather more broadly on the basis of how well the goals outlined above are met.

The number of intercollegiate contests scheduled in each sport must be determined by balancing the advantages of such competition with the demands it makes on the student's time. The Committee feels that the important consideration is not the number of intercollegiate games, meets, or matches, but the total time given by the student to these activities. We, therefore, feel that approximately half of the intercollegiate contests should be scheduled on this campus. The extent of engagement in post season competition should be determined by the needs of the academic program and the desires of the students involved.

The Committee has decided that intercollegiate programs are both desirable and feasible provided opponents are selected from schools similar in academic and athletic orientation. Consistent with the principle of a well balanced intercollegiate program, grants-in-aid should be used to foster a balanced program in all sports. The Committee firmly believes that ultimate faculty control of athletic policy is a necessary condition to insure that the goals of the athletic program are met.

The Committee is not involved in the day-to-day administration of the athletic program. This is the full-time duty and responsibility of the Athletic Director who acts as an agent of the College in seeing to it that administrative decisions reflect established policy. At the same time, the Director acts as an agent of his staff in communicating their views to the Committee. The Athletic Director is also an *ex officio* member of the Committee.

As regards the coaching staff, in keeping with the educational purposes of the athletic program, each coach's goal should be the total development of students. Judgments concerning hiring, promotion or termination should be based, broadly, on the ability of the coaches to carry out the educational mission of the College.

Faculty Athletic Committee

November 24, 1971

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Thirdly, I am providing a statement of the Policies Governing the Admission of Undergraduate Students to the College which was developed during the 1972-73 academic year by the Faculty Admissions Policy Committee and which was approved by the Board of Visitors on May 19, 1973.

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POLICIES GOVERNING THE ADMISSION OF UNDERGRADUATE STUDENTS TO THE COLLEGE OF WILLIAM AND MARY IN VIRGINIA

Application for admission to the College of William and Mary is open to all, acceptance to be decided on a competitive basis within the framework of certain concepts, balances and constraints discussed below.

The College accepts and seeks to blend the diverse aspects of its character. As a publicly supported state institution it must be responsive to the needs of higher education in Virginia. As a selective institution it must look for students who can bring academic excellence to the college community. As an institution wishing some sense of continuity and sustained interest it must relate to its alumni. And in its need to enrich the fabric of the college community, to avoid rigidity, and to enlarge its possibilities, the College must try to reach out to a rich diversity of background and talent. In all of this, two paramount considerations must be the potential benefit of the College to the student and of the student to the College.

As a state supported institution of higher learning, the major responsibility of the College is to Virginia residents. The Board of Visitors specifies the ratio of in-state to out-of-state students to be admitted to the College. Recognizing that the infusion of talent from other parts of the United States and from foreign countries allows William and Mary to achieve a greater complexity and diversity, the College will continue to admit a significant percentage of out-of-state students.

The College expects high academic qualifications from its entering students. An entering freshman must have shown an ability to perform well in his pre-college years, both scholastically and on standard examinations. An entering transfer student must have shown an ability to perform well at the college level. Evidence of imagination and tenacity are considered indicative of promise in academic matters as well as in special interest areas. A student unable to meet the academic challenge of William and Mary will be frustrated in attempting to realize his potential. A binding limitation on admissions, therefore, is that the student should, in the best judgment of the Admissions Office, be able to meet this challenge.

The College recognizes strong bonds with its alumni. Other considerations being essentially equal, preference will be given to the applications of children of alumni.

Along with these considerations, the College desires to incorporate into its community a wide variety of backgrounds attitudes, and interests. This has meant a commitment to recognize and to try to meet the educational needs of members of minority groups. Diversity of geographical and economic backgrounds is sought. There is also a conscious effort to include in each class men and women, with special talents and abilities or interests, whether artistic, athletic, scientific or in some other area. In some instances acceptance of such a student is based upon a special skill, subject again to the general premise that the student should be judged capable of solid academic accomplishment.

Admission policies are made by the Admissions Policy Committee in consultation with the Admissions Office and are subject to review by the Board of Visitors. Admissions procedures are developed by the Admissions Office in consultation with the Admissions Policy Committee.

Approved by the Board of Visitors  
May 19, 1973

Members of the College Community also received last fall copies of my Annual Report to the Board of Visitors for 1972-73, which contains a discussion of athletic policies and issues and which is relevant to this Report.

Prior to the meeting of the Board of Visitors on November 21-22, I would welcome receiving from members of the College Community written expression of views on the Report of the Committee and on any aspects of the College's Athletic Policy. I shall bring these views to the attention of the Board of Visitors.

In addition, I am scheduling during the week of November 11 meetings with individuals in the College Community, broadly speaking, representing various constituencies, to seek further their views on this report and on the question of athletic policy. I am communicating with these individuals directly as to time and place of meetings.

I anticipate that, following this review and careful consideration of the full range of issues pertaining to Athletic Policy, the Board of Visitors will reach a decision at its November meeting on athletic policy that will be in the best interest of the College in the years ahead.

Thomas A. Graves, Jr.  
President



## Anthropology

Mario D. Zamora, visiting professor, was designated co-chairman of a symposium in the 1978 World Congress of Anthropology at Bihar, India. His comments on D.E. Brown's "Social Classification and Corporation" were published in *Current Anthropology*, where his comments on Joan P. Mencher's "The Caste System Upside Down..." will also be published. His *Themes in Culture* has been reviewed in *Man* and in *Ethnohistory* and will be reviewed in *Anthropological Forum*. His *Studies in Philippine Anthropology*, previously reviewed in *Anthropos* and *Pacific Affairs*, was also reviewed in *Man*. Mr. Zamora's paper "El Proceso de Hispanizacion" will be published in *Etnica*. His review of Maloney's "Peoples of South Asia" will be printed in *The Indian Anthropologist* and that of Maloney's "Profiles of Seven Communities in South Asia" in *The Sociological Bulletin*.

## Chemistry

Associate professors David E. Kranbuehl and David W. Thompson recently attended the 1974 Southeastern Regional meeting of the American Chemical Society in Norfolk. Mr. Kranbuehl presented a paper entitled "Organometallic Catalyzed Synthesis and Characterization of Polyethylene" before the Division of Chemical Education. The paper was coauthored by Mr. Thompson and two William and Mary undergraduate students, Allen Howe and Thomas Harris.

## English

Donald L. Ball, associate professor, attended the annual fall conference of the Virginia Association of Teachers of English in Williamsburg on Oct. 25-26. Mr. Ball served as discussion leader in a group session concerned with composition and literary analysis.

## Geology

Gerald H. Johnson, associate professor, attended the Penrose Conference on the Pleistocene of the Northeast at the University of Massachusetts in Amherst, Oct. 13-18. He was an invited speaker on the Pleistocene geology of southeastern Virginia. The conference was sponsored by the Geological Society of America.

## Government

Jan B. de Weyenthal, assistant professor, presented on Oct. 23 a lecture on the "Politics of Change in Eastern Europe: The Polish Workers Revolt of December 1970" in the Institute of Sino-Soviet Studies at George Washington University, Washington, D.C.

## Modern Languages

Vickie Babenko, assistant professor, recently reviewed the book *Turgenev's "Zapiski ochotnika" innerhalb der Ocerk-Tradition der 40-er Jahre: Zur Entwicklung des realistischen Erzählens in Russland* by Jochen-Ulrich Peters. The review was published in the September issue of *Slavic Review*.

## VARC Library Hours

Operating hours for the library at the Virginia Associated Research Campus were recently extended to include Saturday hours. Previously closed Saturdays, the library is now open from 10 a.m. to 4 p.m. each Saturday.

A computer printout listing books and serials in the VARC Library is available at the Swem Library card catalog. Any William and Mary student or faculty member may borrow books from the VARC Library.

The *South Atlantic Bulletin's* November issue contains a review of professor John A. Moore's recent book, *Ramon De La Cruz* (New York: Twayne, 1972).

## Psychology

Jay L. Chambers, professor, and W. Larry Ventis, assistant professor, have had their article, "Need Associations of Male Prisoners: A Multi-dimensional Assessment of Murray Needs," accepted for publication in the *Journal of Personality Assessment*.

"The Length-Difficulty Relation in Immediate Serial Recall" by Peter L. Derks, professor, has appeared in *Journal of Verbal Learning and Verbal Behavior*, 1974, 13, 335-355. Lynn S. Schulz, assistant professor, and Mr. Derks will present a paper entitled "A Developmental Study of the Effects of High-Priority Items on Picture Recognition" at the November meetings of the Psychonomic Society in Boston.

The following members of the department have been appointed to committees charged with developing a program leading to the Doctor of Psychology degree in clinical psychology at Eastern Virginia Medical School: Miram Cardi, clinical psychologist, chairperson, Committee on Curriculum and Educational Programs; Virgil V. McKenna, professor, Fiscal Committee; Sloane W. Payne, assistant professor, Committee on Faculty Resources and Liaison; and Glenn Shean, associate professor, Admissions Committee. Other members of these committees have been drawn from a consortium of colleges and universities and from clinicians involved in private practice.

Virgil V. McKenna, professor, attended a bicentennial symposium on "Social Change and Social Character" held at the University of Delaware, Newark, Delaware, Oct. 23-24.

## School of Education

William Bullock, Jr., associate professor, spoke to the members of the Association of Virginia Academies, Headmasters' Section, early in October. His topic was "Relating Teacher Certification to Quality Performance."

## Metropolitan Criminal Justice Center

B. M. Gray, police projects director, attended the annual training conference of the Colorado Association of Chiefs of Police, held in Aspen, Colorado. His address to the conference, prepared jointly with Walter J. Diggles, systems projects director, was entitled "The Use of Police Standards and Goals as a Planning Tool."

Mr. Gray also attended a conference of the Connecticut Association of Mayors and Municipalities in Hartford, Connecticut, at which he presented a paper on "The Role of Police Standards and Goals in Police Administration."

*A Workbook on Standards and Goals: The Police Function*, by Mr. Gray and Mr. Diggles, will be published in early November by the Office of Urban Services, National League of Cities and the United States Conference of Mayors.

"Attitudinal Correlates of Drug Abuse in a Normal Population," a paper by Charles W. Thomas, research director and adjunct associate professor of sociology, and David M. Petersen, department of sociology, Georgia State University, has been published as a chapter in J.S. Singh and H. Lal, editors, *Drug Addiction: New Aspects of Analytical and Clinical Toxicology*. Miami: Symposia Specialists, 1974.

## Recitals Planned

Delta Omicron, the student music fraternity, is sponsoring a series of recitals this year and welcomes anyone interested to attend.

The hour-long programs will feature a variety of both vocal and instrumental music, with each of the approximately ten students performing in his chosen medium.

The series was begun to offer music students experience in concert performances. Classical works are generally featured, although the program is not limited purely to the classics, and the choice of music is up to the individual performing.

A sign-up sheet is posted on the bulletin board outside Ewell 100. Students who would like to perform are encouraged to list their names.

Twice monthly recitals are planned, depending upon the number of performers who sign up. Dates for the recitals will be published regularly in the *News Calendar*. All recitals will be held in the Campus Center ballroom at 8 p.m., and there is no admission charge.

## College History

*Continued from First Page*

students who wish to subscribe to the book, by paying the entire \$200 or depositing \$50 and paying installments of \$50 next May, October, and February, 1976, may do so at the Office of Information Services, located on Richmond Road across from the President's House.

The first edition of the book, for general use, will be advertised for sale at a later date at a price yet to be established. Both the collector's limited edition and the first edition will be published in February, 1976, as part of Charter Day.

## Courses Offered

William and Mary's Office of Special Programs, located at the Virginia Associated Research Campus, is offering a workshop on Women in Management and a seminar on Environmental Law to be held later this week.

The workshop is an affirmative action oriented course designed primarily, but not exclusively, for professional women who have reached middle-management positions in their organizations. It will be held Nov. 8-9, with sessions from 9 a.m. to 5 p.m. on Friday and continuing on Saturday, 9 a.m. - 1 p.m.

The Environmental Law seminar is Nov. 7-9. Hours will be 8 a.m. - 5 p.m. Thursday and Friday, and 8 a.m. - 12 noon on Saturday.

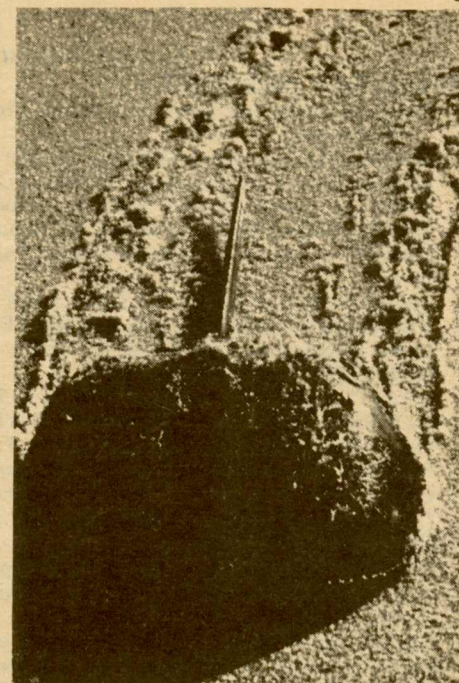
For additional information, call the Office of Special Programs at 877-9231, Ext. 200.

## Lecture on Pakistan

Mr. Riaz Ahmad will present a lecture entitled "Pakistan: Yesterday, Today and Tomorrow" at Asia House on Thursday, Nov. 7 at 7:30 p.m.

A native of Pakistan, Mr. Ahmad is presently chairman of the Pakistan Council of the Asia Society. He has received M.A. degrees from both George Washington University and Howard University in Social Welfare. Currently a Ph.D. candidate at the University of Maryland, he is also teaching graduate and undergraduate courses at Catholic University.

Mr. Ahmad's special interest is Pakistan's contemporary social, economic and political problems. His presentation will also include slides of Pakistan.



## Audubon Film to be Shown

The ecology and wildlife of the coastal marshes, estuaries and shallow offshore waters of the northeast coast of the United States will be featured in an Audubon Wildlife Film this Friday, Nov. 8. Entitled "Where The Sea Begins", the film will be narrated personally by William J. Jahoda of Lebanon, Conn.

The program, which is sponsored by the College's Biology Club, will be presented at 7:45 p.m. in the Campus Center ballroom.

It is the first in a series of five programs to be presented this year. The jungles of Panama, the deserts of the Southwest, the Atlantic coast from the Bahamas to Quebec and the mysteries of bird migration are among the subjects which will be featured during the season.

Professor emeritus of biology at Eastern Connecticut State College, Mr. Jahoda has served as Chief of Information and Education for the Connecticut State Board of Fisheries and Game and is now professor of biology at Willimantic State College. He has produced many illustrated articles for *Audubon Magazine*, *Sports Afield*, *Field and Stream* and other national magazines as well as a number of nationally and internationally televised natural history films.

## Two Staffers Promoted

Herbert R. Meyer has been promoted from Computer Operator Trainee to Computer Operator A, and Roger A. Higgs has advanced from Computer Systems Analyst B to Computer Systems Development Supervisor.

## P.E. Workshop is Wednesday

The Men's Physical Education Department and the Student Majors Club will co-sponsor an elementary physical education workshop tomorrow in William and Mary Hall from 4 - 9 p.m.

Entitled "A New Approach to Physical Education for the Elementary School Teacher," the workshop will focus on the new emphasis on the early development of skills through less structured methods and is the first of this nature to be held in this area. Siegfried Gerstung will be the workshop director.

Invitations to the workshop have been extended to all Tidewater area school administrators, supervisors, teachers, and recreational personnel, according to Joseph S. Agee, associate professor of physical education, who is handling reservations.



# THE CALENDAR

Events of interest to the College community are listed as scheduled on the Campus Calendar, Campus Center, Ext. 557.

## WEDNESDAY, NOVEMBER 6

Placement Office Interviews: U.S. Marine Corps, CC Lobby, 8 a.m. - 5 p.m. Also: NASA, Morton 104.  
Residence Hall Life: CC Gold Room, 12 noon - 1 p.m.  
Advisory Council Lunch Meeting: CC Room C, 12 noon - 1 p.m.  
Wednesday Lunch Group: CC Room D, 12 noon - 1:15 p.m.  
Tidewater Superintendent's Meeting: CC Rooms A&B, 1:30 - 4 p.m.  
Films on Art Series: "The Medieval Mind," and "From Every Shires End," Andrews 101, 3 p.m.  
Admissions Policy Committee: CC Room C, 4 - 6 p.m.  
WRA Softball Practice: Women's Intramural Field, 4 - 6 p.m.  
Lesson in Sume-i Art, Asia House, 5 - 7 p.m.  
Circle K: CC Rooms A&B, 7 - 8 p.m.  
Outing Club, Skiing Division: CC Theatre, 7 - 9 p.m.  
W&M Bridge Club: CC Sit 'n Bull Room, 7 - 11 p.m.  
Project Plus Forum: Millington Auditorium, 7:30 - 9:30 p.m.  
Free University: Beginning Photography Lesson, CC Ballroom, 7:30 p.m.  
College Republicans: CC Rooms A&B, 8 - 9 p.m.  
Communal Meditation: St. Bede's Church, 11 p.m. - 12 midnight

## THURSDAY, NOVEMBER 7

Placement Office Interviews: U.S. Marine Corps, CC Lobby, 8 a.m. - 5 p.m. Also: G.M. Parts Division, General Motors Corporation, Naval Weapons Laboratory, and Institute for Paralegal Training, Morton 104.  
Legal Careers Seminar: Call Ext. 605 for time and place.  
Residence Hall Life R.A. Training: CC Gold Room, 9:45 - 11 a.m.  
Transportation Appeals Board: CC Room C, 12:30 - 1:30 p.m.  
Spanish Discussion Group: Spanish House, 3:30 p.m.  
WRA Softball Practice: Women's Intramural Field, 4 - 6 p.m.  
Episcopal Holy Communion: Wren Chapel, 5 p.m.  
Kappa Delta Pi Initiation: Wren Great Hall, 5:30 - 6:30 p.m.  
Marshall-Wythe Law Wives: CC Sit 'n Bull Room, 7 - 10 p.m.  
Mortar Board: CC Room D, 7 - 8:30 p.m.  
Chess Club: CC Room C, 7 - 9 p.m.  
Campus Gold: Girl Scouts Organizational Meeting, CC Gold Room, 7:30 p.m.  
YAF: Botetourt Theatre, 7:30 p.m.  
Lecture: "Pakistan: Yesterday, Today and Tomorrow," by Riaz Ahmad, Asia House, 7:30 p.m.  
Delta Omicron Student Recital: CC Ballroom, 8 - 10 p.m.  
Deutschlandspiegel and Cultural Films: German House, 8 p.m.

## FRIDAY, NOVEMBER 8

Placement Office Interviews: The Lane Company, Inc., and Rutgers University School of Law, Morton 104.  
Soccer: W&M vs. Appalachian State, Men's Intramural Field, 2 p.m.  
School of Education Faculty Meeting: CC Room C, 2 - 4:30 p.m.  
WMCF: CC Sit 'n Bull Room, 6 - 8 p.m.  
SA Films: "Papermoon," 7:30 p.m., "To Catch a Thief," 9:30 p.m., W&M Hall.  
Hillel: Temple Beth El, across from PBK, 7:30 p.m.  
Scripture Study and Shared Prayer: St. Bede's Church Basement, 7:30 p.m.  
Audubon Wildlife Film: CC Ballroom, 7:45 p.m.  
Lecture by Harold L. Fowler: "Henry VIII," Norfolk's Chrysler Museum, 8 p.m.

## SATURDAY, NOVEMBER 9

Circle K Tutoring Program: Jones 101, 102, 103, 201, 202, 207, 9 a.m. - 12 noon.  
School of Business Administration Sponsors Meeting: Jones 302 and PBK.  
Organ Recital: Wren Chapel, 11 a.m.  
Football: W&M vs. Virginia Tech, Cary Field, 1:30 p.m.  
Senior Class Keg Party: CC Theatre, 4:30 - 6:30 p.m.  
Phi Kappa Tau Dance: CC Ballroom, 9 p.m. - 1 a.m.

## SUNDAY, NOVEMBER 10

Rugby: W&M vs. Norfolk Rugby Club, Men's Intramural Field behind W&M Hall, 1 p.m.  
ROTC-Scabbard Blade Initiation: Wren Great Hall, 1:30 - 3 p.m.  
Alpha Lambda Delta Initiation: Wren Chapel, 1:30 - 3 p.m.  
Sigma Nu Smoker: CC Sit 'n Bull Room, 2 - 5 p.m.  
Alpha Lambda Delta Reception: CC Theatre, 2:30 - 4 p.m.  
FHC Society Initiation: Wren Great Hall, 3:30 - 4:30 p.m.  
R.A.W.D.A.C. Tour of the Wren Building and Reception: Wren Building, 5 - 7 p.m.  
Eucharistic Liturgy followed by Dinner: St. Bede's Parish Center, 5 p.m.  
Coffee Hour: German House, 5 p.m.  
Concert: "The Jackson Five," W&M Hall, 6 p.m. (Tickets: \$5.50 in advance/\$6 at the door.)  
SA Films: "A Man and a Woman," Millington Auditorium, 7:55 p.m.  
CaMU Forum: Wren Chapel: 8 - 9:30 p.m.  
Foreign Students Reception: The President's House, 8:30 - 10 p.m.

## MONDAY, NOVEMBER 11

Placement Office Interviews: Peak & Drescher, CPA's, and the UVa Graduate School of Business, Morton 104.

## For Sale

Italian ten-speed bicycle. Good condition. 27-in. wheels, Toe Clips, Pump & Rear Carrier. \$50. Will bargain. Call Bob Doyle, Ext. 538 or write 7658, College Station. (11/12)

20-volume set of Collier's Harvard Classics. Value, \$125; willing to sell for \$75. Never out of box! Call after 5:00 p.m. 874-3508. (11/12)

Multicolor 12' x 15' rug, \$50; 9' x 12' rug pad, \$12; cat scratch pole, \$1; sun lamp, \$10; wicker cat bed, \$4; shopping cart, \$4; electric broom, \$9; plastic shower curtain, \$4. Call 229-2055 after 5. (11/5)

Noblet clarinet. Good condition. Ideal for beginners. \$125.00. Call 229-3462. (11/5)

Waterbed, king size and new, \$75 or best offer. Call 887-3647. (11/5)

1974 Honda CB 360. Perfect condition; many extras. \$895. Hoover portable washer, good condition. Great for apt. use. \$50. Call 564-3022 after 6 p.m. (11/5)

Brand new TV, never uncrated. 12 inch Panasonic, color, with warranty. Call Mike Dobson, Ext. 456 or 229-9043. (11/19)

1889 Mehlin parlor grand piano with bench, \$950, good condition. Child's violin, \$50. Violin, bow and case, \$100. Autoharp, \$30. Rosewood music cabinet, \$75. Call 564-9601 after 6:30 p.m. or anytime on weekends. (11/19)

Girl's 10-speed bike, \$40.00. Call 229-0325 or come by 426 S. Henry St. after 5 p.m. (11/19)

## CLASSIFIED ADVERTISEMENTS

Rugs, avocado green. 85 sq. ft.; 1, 13 x 13; 2, 13 x 14. \$50/rug. We deliver. Available Oct. 30. On display in Chi Omega House. Call 229-3290. (11/5)

1971 Dodge Swinger V-8 (318 CID). P.S. Automatic transmission. Excellent condition. \$1595. Call 642-5758 after 5 p.m. (11/5)

Flandria 10-speed derailleur; center-pull brakes. Excellent condition. \$75. Call Ext. 281-ask for C. Quinlan. (11/5)

## Wanted

Grad student seeks place to live. Will rent alone or share house or apt., or rent room in house with other students. Prefer walking distance, and need to keep a small, docile dog. Call 220-2993. (11/12)

RIDER WANTED to help with expenses to Los Angeles and San Diego, California or to any city along the Southern route (Charlotte, Atlanta, Birmingham, Dallas, El Paso, Phoenix). Prefer lady or a couple, but a gentleman with references will be considered. Leaving after Nov. 4. Call me at 220-0755. (11/12)

Female to share two-bedroom apt. in Williamsburg. Call 595-3814 after 5 p.m. (11/12)

Roommate needed. First year law student seeks roommate to share furnished apt. \$90/month plus utilities, 3 miles from campus. Contact Michael Salasky, 113-D Stratford Hall Arms (behind Ramada West). Telephone 220-0209. (11/12)

Free University: Colonial Williamsburg Seminars, Information Center, 3 - 5 p.m.  
Athletic Policy Committee Meeting: CC Room C, 3:30 p.m.  
A.A.U.P.: PBK Dodge Room, 7:30 p.m.  
Pi Beta Phi Sorority Pottery Sale: CC Lobby, 7:30 - 9:30 p.m.  
Free University: Beginning Photography, CC Rooms A&B, 7:30 p.m.  
Free University: Beginning Guitar, CC Room C, 8 p.m.  
Bahai Fireside: CC Room D, 8 p.m.

## TUESDAY, NOVEMBER 12

Placement Office Interviews: Dalton, Pennell & Co., CPA's, and Giant Open Air Markets, Morton 104.  
Mortar Board China Display: CC Lobby, 9 a.m. - 2 p.m.  
Athletic Staff Meeting: CC Rooms A&B, 1:30 p.m.  
Interhall: CC Room C, 4 p.m.  
Senior Class Gift Committee Meeting: CC Room D, 4:15 p.m.  
Women's Hockey: W&M vs. St. Catherine's School, PBK Field, 4:30 p.m.  
Christian Science Organization: CC Gold Room, 5 - 5:45 p.m.  
WMCF Prayer Meeting: Swem G2, 5 p.m.  
Kappa Delta Pledging Ceremony: Wren Great Hall, 6 p.m.  
Free University: Beginning Frisbee, Yates Field, 6 p.m.  
Classics Club: Morton 4, 7 p.m.  
SA Senate Meeting: CC Theatre, 7 p.m.  
English Department Lecture: "The Novelist and the Marketplace," by Stephen Marlowe, PBK Dodge Room, 7 p.m.  
Catholic Mass: Wren Chapel, 7 p.m.  
Faculty Organ Recital and Lecture in Music by H. Edwin Godshall, Jr.: Bruton Parish Church, 8 p.m.

## WEDNESDAY, NOVEMBER 13

Placement Office Interviews: Action (Peace Corps/Vista), CC Lobby. Also J. C. Penney Company, Morton 104.  
Residence Hall Life R.A. Training: CC Gold Room, 10 - 11 a.m. and 1 - 2 p.m.  
Residence Hall Life Advisory Council Luncheon: CC Gold Room, 12 noon - 1 p.m.  
Wednesday Lunch Group: CC Room D, 12 noon - 1:15 p.m.  
Films on Art Series: "Civilisation 2: The Great Thaw," Andrews 101, 3 p.m.  
Athletic Staff Meeting: CC Rooms A&B, 4 p.m.  
WRA Softball Practice: Women's Intramural Field, 4 p.m.  
"Center for the Arts" Organizational Meeting: Andrews 101, 4:30 p.m.  
Lesson in Sume-i Art: Asia House, 5 p.m.  
Circle K: CC Rooms A&B, 7 p.m.  
W&M Bridge Club: CC Sit 'n Bull Room, 7 p.m.  
Mortar Board: CC Room D, 7 p.m.  
Free University: Beginning Photography, CC Rooms A&B, 7:30 p.m.  
College Republicans: CC Room C, 7:30 p.m.  
Project Plus Forum: Millington Auditorium, 7:30 p.m.  
Sinfonicon Opera Co. Performance of Gilbert & Sullivan's "The Gondoliers": PBK, 8:15 p.m. Performance also given November 14, 15 & 16.  
Communal Meditation: St. Bede's Church, 11 p.m. - 12 midnight.

## THURSDAY, NOVEMBER 14

Placement Office Interviews: Columbia University Graduate School of Business, Morton 104.  
Athletic Staff Meeting: CC Rooms A&B, 2 p.m.  
Spanish Discussion Group: Spanish House, 3:30 p.m.  
BSA: CC Room C, 3:45 p.m.  
WRA Softball Practice: Women's Intramural Field, 4 p.m.  
Episcopal Holy Communion: Wren Chapel, 5 p.m.  
Chess Club: CC Room C, 7 p.m.  
Deutschlandspiegel and Cultural Films: German House, 8 p.m.  
College Women's Club: PBK Dodge Room, 8 p.m.  
Sinfonicon Performance of "The Gondoliers": PBK, 8:15 p.m.

## FRIDAY, NOVEMBER 15

Phi Mu Conference Emphasizing Women: CC, 2 - 5:30 p.m.  
Residence Hall Life R.A. Training: CC Gold Room, 4 p.m.  
WMCF: CC Sit 'n Bull Room, 6 p.m.  
Scripture Study and Shared Prayer: St. Bede's Church Basement, 6:30 p.m.  
Hillel: Temple Beth El, across from PBK, 7:30 p.m.  
Sinfonicon Performance of "The Gondoliers": PBK, 8:15 p.m.  
SA Films: "Save the Tiger," W&M Hall, 9 p.m.  
MBA Dance: CC Ballroom, 9 p.m. - 1 a.m.

## SATURDAY, NOVEMBER 16

Circle K Tutoring Program: Jones 101, 102, 103, 201, 202, 207, 9 a.m. - 12 noon.  
Organ Recital: Wren Chapel, 11 a.m.  
Varsity Football: W&M vs. East Carolina, Cary Field, 1:30 p.m.  
"Torchlight Tattoo Spirit of America Show": W&M Hall, 8 p.m.  
Sinfonicon Performance of "The Gondoliers": PBK, 8:15 p.m. Reception in the Dodge Room following the Performance.  
"Monmouth Duo" Dance: CC Ballroom, 9 p.m. - 1 a.m.

A single room off campus--\$70-\$80/month--within walking distance of campus. Need immediately until January 23, 1975. Respond to Brian Ganderson, College Station, General Delivery. (11/19)

Male student would like to rent private room. Prefer within walking distance of William and Mary. I have references. Also need a used bike. 3-speed preferred. Call 229-6904. (11/19)

Rider wanted to Burlington, Vermont and return for Thanksgiving holiday. Share expenses and driving, stick shift car. Call 564-9668. (11/19)

Student to share two bedroom apartment, AC, pool, three miles from campus, \$75/month plus utilities. Call 220-0955. (11/5)

## Misc.

Students, staff and faculty interested in facilities for social events, meetings, etc., please contact Craig Teller at the Law School or call 229-4508. (11/5)

Qualified riding instructor (English or Western) will exchange lessons for handyman assistance. Call Toano, 564-9891, evenings. (11/19)

## For Rent

Small house with extra large fenced-in yard near James York Shopping Center. \$195/month. Please call 220-0729 after 7 p.m. or on week-ends.

To all of you who called and were told no: Now available, \$75/month. Rustic cottage with gas heat, LR, kitchen, bath, and upstairs loft on James River Plantation in Surry County. Negotiable for keep around the place. Call 294-3854 or 294-3781. (11/5)

Rustic cottage--\$80/month--upstairs loft, living room, dining L, kitchen, bath. Gas heat and hot water. James River Plantation, Surry County. Ferry free to students. Price negotiable for mowing with tractor and gravelly. Became available 1 October. Call 229-3781 or 294-3854. (11/5)

## Lost/Found

Key ring with 12 keys (appr. between Law School and Deli, evening of Oct. 22. If found, please return to Bland Crowder, Law Library. (11/12)

One lady's gold Omega wristwatch. Reward offered. Call Ext. 566 anytime. Ask for Heidi. (11/12)

Lady's gold Bulova watch. Square timepiece with stiff watchband. If found, please contact Sandy at Ext. 364. (11/12)

One Texas Instruments Calculator in Rogers' or on Ludwell bus. If found, please contact Cathy Moore at 220-0139. A reward is being offered. (11/5)

Silver female Id. bracelet. Inscription "Jan Li". Somewhere along Richmond Rd., Sorority Ct. area. If found, please contact Janet Moscicki at Ext. 252. (11/5)